



# 2014

## Federal Employee Viewpoint Survey Results

Employees Influencing Change

Department of Agriculture

1st Level Subagency Comparison Report

United States Office of  
Personnel Management

# Department of Agriculture

## 1st Level Subagency Comparison Report

### Response Summary

	Surveys Completed
Governmentwide	392,752
<b>Department of Agriculture</b>	<b>20,162</b>
Departmental Management	386
Farm and Foreign Agriculture Services	2,376
Food Nutrition and Consumer Services	568
Food Safety	1,403
Marketing and Regulatory Programs	1,982
National Appeals Division	40
Natural Resources and Environment	8,439
Office of Budget & Program Analysis	34
Office of Communications	33
Office of the Assistant Secretary for Civil Rights	47
Office of the Chief Economist	34
Office of the Chief Financial Officer	229
Office of the General Counsel	65
Office of the Inspector General	97
Office of the Secretary	24
Research Education and Economics	2,353
Rural Development	2,050

This 2014 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

# Department of Agriculture

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### My Work Experience

*1. I am given a real opportunity to improve my skills in my organization.*

	N	Positive	Neutral	Negative
Governmentwide	391,977	59.1%	17.4%	23.5%
<b>Department of Agriculture</b>	<b>20,127</b>	<b>61.1%</b>	<b>17.4%</b>	<b>21.5%</b>
Departmental Management	386	53.9%	17.5%	28.7%
Farm and Foreign Agriculture Services	2,372	53.7%	21.3%	25.0%
Food Nutrition and Consumer Services	567	63.4%	17.6%	19.0%
Food Safety	1,399	58.9%	20.6%	20.4%
Marketing and Regulatory Programs	1,977	62.0%	17.8%	20.3%
National Appeals Division	40	86.9%	10.6%	2.5%
Natural Resources and Environment	8,429	63.1%	16.0%	20.9%
Office of Budget & Program Analysis	34	67.2%	12.4%	20.5%
Office of Communications	33	51.2%	21.2%	27.7%
Office of the Assistant Secretary for Civil Rights	47	48.8%	23.6%	27.6%
Office of the Chief Economist	34	87.9%	9.1%	3.0%
Office of the Chief Financial Officer	229	67.3%	16.0%	16.7%
Office of the General Counsel	65	64.2%	13.6%	22.1%
Office of the Inspector General	96	70.6%	10.3%	19.1%
Office of the Secretary	24	87.5%	8.6%	3.8%
Research Education and Economics	2,347	63.3%	17.3%	19.4%
Rural Development	2,046	50.1%	21.3%	28.6%

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### My Work Experience (continued)

#### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	388,077	69.2%	15.2%	15.6%
<b>Department of Agriculture</b>	<b>19,953</b>	<b>66.2%</b>	<b>17.0%</b>	<b>16.8%</b>
Departmental Management	383	64.5%	14.2%	21.3%
Farm and Foreign Agriculture Services	2,350	62.8%	18.7%	18.5%
Food Nutrition and Consumer Services	568	68.2%	14.6%	17.1%
Food Safety	1,385	69.0%	16.8%	14.2%
Marketing and Regulatory Programs	1,968	72.9%	14.3%	12.9%
National Appeals Division	40	95.3%	4.7%	0.0%
Natural Resources and Environment	8,342	63.7%	17.9%	18.4%
Office of Budget & Program Analysis	33	59.5%	11.9%	28.6%
Office of Communications	33	57.9%	9.5%	32.6%
Office of the Assistant Secretary for Civil Rights	44	72.9%	4.6%	22.5%
Office of the Chief Economist	34	91.7%	5.7%	2.6%
Office of the Chief Financial Officer	228	65.7%	15.5%	18.7%
Office of the General Counsel	65	78.8%	11.5%	9.7%
Office of the Inspector General	97	72.6%	16.4%	11.0%
Office of the Secretary	23	84.1%	11.9%	4.0%
Research Education and Economics	2,328	72.1%	15.3%	12.6%
Rural Development	2,030	62.1%	19.2%	18.7%

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### My Work Experience (continued)

#### 3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	385,690	55.2%	19.0%	25.8%
<b>Department of Agriculture</b>	<b>19,818</b>	<b>55.2%</b>	<b>20.2%</b>	<b>24.6%</b>
Departmental Management	381	57.0%	14.7%	28.4%
Farm and Foreign Agriculture Services	2,331	49.8%	22.0%	28.2%
Food Nutrition and Consumer Services	564	63.6%	17.8%	18.6%
Food Safety	1,380	50.6%	23.3%	26.1%
Marketing and Regulatory Programs	1,951	57.5%	20.1%	22.4%
National Appeals Division	39	53.9%	23.4%	22.8%
Natural Resources and Environment	8,300	54.1%	20.7%	25.2%
Office of Budget & Program Analysis	31	34.4%	20.7%	45.0%
Office of Communications	32	62.2%	9.5%	28.3%
Office of the Assistant Secretary for Civil Rights	47	61.3%	13.8%	24.9%
Office of the Chief Economist	34	78.7%	18.3%	3.0%
Office of the Chief Financial Officer	228	62.2%	14.5%	23.3%
Office of the General Counsel	63	61.7%	13.7%	24.6%
Office of the Inspector General	96	59.4%	14.5%	26.1%
Office of the Secretary	22	87.6%	8.1%	4.2%
Research Education and Economics	2,308	64.5%	17.2%	18.3%
Rural Development	2,009	50.6%	21.1%	28.3%

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### My Work Experience (continued)

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	389,314	69.6%	15.0%	15.4%
<b>Department of Agriculture</b>	<b>19,995</b>	<b>71.2%</b>	<b>15.5%</b>	<b>13.3%</b>
Departmental Management	383	67.0%	15.2%	17.8%
Farm and Foreign Agriculture Services	2,340	71.9%	15.4%	12.7%
Food Nutrition and Consumer Services	568	78.7%	11.8%	9.5%
Food Safety	1,387	70.3%	16.5%	13.2%
Marketing and Regulatory Programs	1,971	69.8%	16.1%	14.1%
National Appeals Division	40	80.3%	17.3%	2.4%
Natural Resources and Environment	8,373	70.3%	15.9%	13.8%
Office of Budget & Program Analysis	34	65.0%	11.2%	23.8%
Office of Communications	33	68.7%	10.8%	20.6%
Office of the Assistant Secretary for Civil Rights	47	71.4%	18.2%	10.5%
Office of the Chief Economist	33	87.6%	6.4%	6.0%
Office of the Chief Financial Officer	229	74.1%	11.4%	14.4%
Office of the General Counsel	64	76.2%	12.0%	11.8%
Office of the Inspector General	95	66.4%	17.3%	16.3%
Office of the Secretary	24	84.0%	12.1%	3.8%
Research Education and Economics	2,335	75.6%	13.0%	11.3%
Rural Development	2,037	72.7%	15.6%	11.8%

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### My Work Experience (continued)

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	384,679	82.2%	11.3%	6.5%
<b>Department of Agriculture</b>	<b>19,743</b>	<b>84.5%</b>	<b>10.3%</b>	<b>5.3%</b>
Departmental Management	378	83.1%	9.9%	7.0%
Farm and Foreign Agriculture Services	2,341	85.6%	9.6%	4.9%
Food Nutrition and Consumer Services	556	84.2%	8.7%	7.1%
Food Safety	1,374	81.7%	13.0%	5.3%
Marketing and Regulatory Programs	1,946	83.7%	11.0%	5.3%
National Appeals Division	39	90.2%	9.8%	0.0%
Natural Resources and Environment	8,254	84.6%	10.0%	5.4%
Office of Budget & Program Analysis	31	76.4%	14.1%	9.4%
Office of Communications	33	91.0%	6.5%	2.6%
Office of the Assistant Secretary for Civil Rights	45	85.9%	9.8%	4.3%
Office of the Chief Economist	33	94.1%	2.9%	2.9%
Office of the Chief Financial Officer	221	81.7%	11.9%	6.4%
Office of the General Counsel	63	75.8%	14.7%	9.5%
Office of the Inspector General	96	81.1%	9.8%	9.1%
Office of the Secretary	24	87.5%	8.6%	3.8%
Research Education and Economics	2,310	87.2%	8.7%	4.1%
Rural Development	1,997	84.3%	10.8%	4.9%

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### My Work Experience (continued)

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	387,941	78.8%	11.5%	9.7%
<b>Department of Agriculture</b>	<b>19,951</b>	<b>77.9%</b>	<b>12.5%</b>	<b>9.6%</b>
Departmental Management	382	74.2%	12.3%	13.5%
Farm and Foreign Agriculture Services	2,346	78.8%	12.5%	8.7%
Food Nutrition and Consumer Services	564	79.7%	7.4%	12.9%
Food Safety	1,384	79.9%	10.9%	9.1%
Marketing and Regulatory Programs	1,955	77.4%	12.8%	9.7%
National Appeals Division	40	95.2%	2.2%	2.6%
Natural Resources and Environment	8,361	76.2%	13.7%	10.0%
Office of Budget & Program Analysis	34	70.6%	21.3%	8.1%
Office of Communications	33	75.0%	18.7%	6.3%
Office of the Assistant Secretary for Civil Rights	47	81.2%	12.5%	6.3%
Office of the Chief Economist	34	91.6%	5.5%	2.9%
Office of the Chief Financial Officer	225	79.0%	8.8%	12.3%
Office of the General Counsel	63	84.8%	8.5%	6.7%
Office of the Inspector General	96	83.4%	8.4%	8.2%
Office of the Secretary	24	80.0%	20.0%	0.0%
Research Education and Economics	2,330	81.8%	10.4%	7.8%
Rural Development	2,031	80.4%	10.9%	8.8%



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### My Work Experience (continued)

**7. When needed I am willing to put in the extra effort to get a job done.**

	N	Positive	Neutral	Negative
Governmentwide	389,516	95.6%	2.8%	1.6%
<b>Department of Agriculture</b>	<b>20,024</b>	<b>96.4%</b>	<b>2.5%</b>	<b>1.1%</b>
Departmental Management	384	96.5%	3.3%	0.2%
Farm and Foreign Agriculture Services	2,361	97.3%	1.9%	0.8%
Food Nutrition and Consumer Services	564	97.3%	2.2%	0.5%
Food Safety	1,391	94.7%	3.8%	1.4%
Marketing and Regulatory Programs	1,966	96.5%	2.3%	1.2%
National Appeals Division	40	100.0%	0.0%	0.0%
Natural Resources and Environment	8,384	96.3%	2.5%	1.2%
Office of Budget & Program Analysis	33	100.0%	0.0%	0.0%
Office of Communications	32	100.0%	0.0%	0.0%
Office of the Assistant Secretary for Civil Rights	46	100.0%	0.0%	0.0%
Office of the Chief Economist	33	94.1%	5.9%	0.0%
Office of the Chief Financial Officer	229	96.5%	2.6%	0.9%
Office of the General Counsel	65	93.9%	4.1%	2.0%
Office of the Inspector General	96	97.1%	2.1%	0.8%
Office of the Secretary	24	96.2%	3.8%	0.0%
Research Education and Economics	2,340	96.9%	2.3%	0.8%
Rural Development	2,034	96.7%	2.4%	0.8%

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### My Work Experience (continued)

**8. I am constantly looking for ways to do my job better.**

	N	Positive	Neutral	Negative
Governmentwide	390,789	90.2%	7.9%	1.9%
<b>Department of Agriculture</b>	<b>20,065</b>	<b>90.1%</b>	<b>8.5%</b>	<b>1.4%</b>
Departmental Management	386	92.2%	6.4%	1.3%
Farm and Foreign Agriculture Services	2,362	90.1%	8.4%	1.4%
Food Nutrition and Consumer Services	567	91.4%	7.8%	0.8%
Food Safety	1,397	87.5%	11.3%	1.2%
Marketing and Regulatory Programs	1,969	90.6%	7.6%	1.9%
National Appeals Division	40	95.0%	2.4%	2.7%
Natural Resources and Environment	8,408	90.0%	8.6%	1.5%
Office of Budget & Program Analysis	33	72.7%	24.3%	3.0%
Office of Communications	33	93.0%	3.5%	3.5%
Office of the Assistant Secretary for Civil Rights	46	90.0%	8.1%	1.8%
Office of the Chief Economist	32	93.9%	6.1%	0.0%
Office of the Chief Financial Officer	227	92.8%	6.3%	0.9%
Office of the General Counsel	65	79.7%	18.3%	2.0%
Office of the Inspector General	97	85.2%	11.5%	3.2%
Office of the Secretary	24	96.2%	3.8%	0.0%
Research Education and Economics	2,338	91.8%	7.2%	1.1%
Rural Development	2,039	90.6%	8.5%	0.9%

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### My Work Experience (continued)

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,739	44.8%	16.5%	38.7%	935
<b>Department of Agriculture</b>	<b>20,088</b>	<b>38.2%</b>	<b>16.8%</b>	<b>44.9%</b>	<b>26</b>
Departmental Management	385	45.9%	15.3%	38.9%	1
Farm and Foreign Agriculture Services	2,368	30.3%	15.1%	54.5%	4
Food Nutrition and Consumer Services	559	43.4%	17.2%	39.4%	2
Food Safety	1,400	54.2%	18.1%	27.7%	2
Marketing and Regulatory Programs	1,976	50.8%	18.2%	31.1%	1
National Appeals Division	40	95.0%	5.0%	0.0%	0
Natural Resources and Environment	8,412	32.5%	16.9%	50.6%	10
Office of Budget & Program Analysis	34	49.3%	14.7%	36.0%	0
Office of Communications	33	30.7%	16.2%	53.1%	0
Office of the Assistant Secretary for Civil Rights	47	39.9%	9.3%	50.8%	0
Office of the Chief Economist	34	80.1%	9.2%	10.7%	0
Office of the Chief Financial Officer	226	53.5%	15.4%	31.1%	1
Office of the General Counsel	65	30.4%	10.9%	58.7%	0
Office of the Inspector General	97	42.2%	16.4%	41.4%	0
Office of the Secretary	24	71.8%	24.2%	4.0%	0
Research Education and Economics	2,342	41.3%	17.1%	41.7%	3
Rural Development	2,044	34.2%	16.2%	49.6%	2

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### My Work Experience (continued)

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,209	56.5%	16.7%	26.8%	720
<b>Department of Agriculture</b>	<b>19,936</b>	<b>48.3%</b>	<b>18.2%</b>	<b>33.5%</b>	<b>29</b>
Departmental Management	382	54.6%	16.4%	29.0%	1
Farm and Foreign Agriculture Services	2,347	46.0%	18.3%	35.7%	4
Food Nutrition and Consumer Services	558	46.0%	16.3%	37.7%	3
Food Safety	1,390	53.9%	18.6%	27.5%	0
Marketing and Regulatory Programs	1,966	60.4%	15.6%	24.0%	2
National Appeals Division	40	94.7%	2.4%	2.9%	0
Natural Resources and Environment	8,346	43.4%	18.9%	37.6%	12
Office of Budget & Program Analysis	33	52.8%	16.8%	30.4%	0
Office of Communications	32	53.5%	16.6%	29.9%	0
Office of the Assistant Secretary for Civil Rights	46	57.2%	16.1%	26.7%	1
Office of the Chief Economist	34	82.0%	9.4%	8.6%	0
Office of the Chief Financial Officer	224	56.3%	17.6%	26.2%	1
Office of the General Counsel	64	50.6%	15.7%	33.7%	0
Office of the Inspector General	96	66.2%	11.4%	22.3%	1
Office of the Secretary	24	61.6%	23.2%	15.2%	0
Research Education and Economics	2,326	55.4%	17.6%	27.1%	2
Rural Development	2,026	41.5%	19.5%	39.0%	2

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## 1st Level Subagency Comparison Report

### My Work Experience (continued)

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,178	56.5%	17.2%	26.3%	1,880
<b>Department of Agriculture</b>	<b>19,368</b>	<b>57.2%</b>	<b>18.5%</b>	<b>24.3%</b>	<b>52</b>
Departmental Management	377	54.0%	17.5%	28.5%	1
Farm and Foreign Agriculture Services	2,288	58.7%	18.4%	23.0%	7
Food Nutrition and Consumer Services	541	58.5%	18.8%	22.7%	2
Food Safety	1,348	55.8%	21.9%	22.4%	3
Marketing and Regulatory Programs	1,909	57.2%	17.1%	25.6%	7
National Appeals Division	39	65.4%	29.2%	5.5%	0
Natural Resources and Environment	8,092	56.5%	18.5%	25.0%	22
Office of Budget & Program Analysis	31	51.2%	11.2%	37.6%	0
Office of Communications	32	51.5%	13.8%	34.7%	0
Office of the Assistant Secretary for Civil Rights	45	48.7%	14.9%	36.4%	1
Office of the Chief Economist	33	88.5%	11.5%	0.0%	0
Office of the Chief Financial Officer	215	56.5%	21.7%	21.8%	2
Office of the General Counsel	63	60.7%	11.6%	27.7%	0
Office of the Inspector General	93	61.5%	19.0%	19.4%	0
Office of the Secretary	23	73.2%	15.0%	11.7%	0
Research Education and Economics	2,278	61.6%	16.4%	22.0%	5
Rural Development	1,959	56.2%	19.5%	24.3%	2

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#### My Work Experience (continued)

*12. I know how my work relates to the agency's goals and priorities.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,298	81.9%	10.7%	7.4%	1,540
<b>Department of Agriculture</b>	<b>19,958</b>	<b>81.4%</b>	<b>11.6%</b>	<b>7.0%</b>	<b>67</b>
Departmental Management	381	80.3%	10.9%	8.8%	4
Farm and Foreign Agriculture Services	2,351	83.5%	10.9%	5.6%	10
Food Nutrition and Consumer Services	558	88.6%	6.5%	4.8%	2
Food Safety	1,384	83.4%	12.1%	4.5%	3
Marketing and Regulatory Programs	1,964	81.1%	12.4%	6.5%	6
National Appeals Division	40	97.5%	0.0%	2.5%	0
Natural Resources and Environment	8,357	79.3%	12.4%	8.4%	27
Office of Budget & Program Analysis	34	91.8%	2.7%	5.5%	0
Office of Communications	32	68.0%	18.9%	13.1%	0
Office of the Assistant Secretary for Civil Rights	47	87.3%	8.4%	4.3%	0
Office of the Chief Economist	34	90.6%	9.4%	0.0%	0
Office of the Chief Financial Officer	225	87.9%	7.4%	4.7%	2
Office of the General Counsel	65	86.6%	7.8%	5.6%	0
Office of the Inspector General	97	79.3%	11.2%	9.4%	0
Office of the Secretary	24	87.5%	8.6%	3.8%	0
Research Education and Economics	2,329	82.7%	11.2%	6.1%	11
Rural Development	2,034	86.3%	9.5%	4.2%	2

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### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	384,209	89.6%	7.1%	3.3%	1,147
<b>Department of Agriculture</b>	<b>19,792</b>	<b>88.8%</b>	<b>8.3%</b>	<b>2.9%</b>	<b>49</b>
Departmental Management	379	89.8%	7.0%	3.3%	1
Farm and Foreign Agriculture Services	2,336	91.3%	6.7%	2.0%	4
Food Nutrition and Consumer Services	558	92.6%	4.9%	2.5%	2
Food Safety	1,375	92.9%	5.8%	1.4%	4
Marketing and Regulatory Programs	1,939	88.2%	8.1%	3.7%	5
National Appeals Division	39	95.1%	4.9%	0.0%	0
Natural Resources and Environment	8,283	87.5%	9.3%	3.2%	22
Office of Budget & Program Analysis	33	84.1%	6.5%	9.3%	0
Office of Communications	33	83.2%	10.5%	6.3%	0
Office of the Assistant Secretary for Civil Rights	46	89.5%	10.5%	0.0%	0
Office of the Chief Economist	33	97.1%	2.9%	0.0%	1
Office of the Chief Financial Officer	223	91.4%	6.2%	2.3%	1
Office of the General Counsel	65	91.6%	6.3%	2.1%	0
Office of the Inspector General	94	76.0%	20.9%	3.1%	0
Office of the Secretary	24	90.7%	9.3%	0.0%	0
Research Education and Economics	2,317	89.1%	7.9%	3.0%	6
Rural Development	2,013	90.8%	6.9%	2.3%	3

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#### My Work Experience (continued)

**14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,314	65.6%	14.3%	20.1%	1,736
<b>Department of Agriculture</b>	<b>20,048</b>	<b>69.5%</b>	<b>14.8%</b>	<b>15.7%</b>	<b>58</b>
Departmental Management	381	72.7%	12.0%	15.2%	4
Farm and Foreign Agriculture Services	2,364	67.4%	14.3%	18.3%	4
Food Nutrition and Consumer Services	561	67.2%	14.3%	18.6%	3
Food Safety	1,399	66.3%	19.2%	14.4%	3
Marketing and Regulatory Programs	1,964	70.9%	16.1%	13.0%	12
National Appeals Division	40	93.2%	4.6%	2.2%	0
Natural Resources and Environment	8,401	70.0%	14.4%	15.5%	20
Office of Budget & Program Analysis	34	87.9%	5.5%	6.6%	0
Office of Communications	33	77.0%	13.8%	9.2%	0
Office of the Assistant Secretary for Civil Rights	47	74.9%	11.9%	13.2%	0
Office of the Chief Economist	34	88.7%	8.4%	2.9%	0
Office of the Chief Financial Officer	226	66.3%	16.2%	17.6%	1
Office of the General Counsel	65	80.1%	8.0%	11.9%	0
Office of the Inspector General	96	80.3%	12.3%	7.4%	1
Office of the Secretary	23	74.3%	21.6%	4.1%	0
Research Education and Economics	2,337	70.1%	13.8%	16.1%	3
Rural Development	2,041	66.6%	12.9%	20.5%	7



# Department of Agriculture

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

**15. My performance appraisal is a fair reflection of my performance.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,888	68.2%	14.9%	16.9%	4,845
<b>Department of Agriculture</b>	<b>19,955</b>	<b>66.4%</b>	<b>16.1%</b>	<b>17.5%</b>	<b>134</b>
Departmental Management	383	74.5%	11.6%	13.9%	2
Farm and Foreign Agriculture Services	2,345	67.3%	14.0%	18.7%	18
Food Nutrition and Consumer Services	558	71.0%	13.2%	15.8%	4
Food Safety	1,383	61.6%	17.2%	21.1%	14
Marketing and Regulatory Programs	1,962	68.6%	15.2%	16.2%	14
National Appeals Division	39	77.1%	12.5%	10.4%	1
Natural Resources and Environment	8,357	64.7%	17.1%	18.1%	56
Office of Budget & Program Analysis	34	76.1%	6.3%	17.6%	0
Office of Communications	33	75.3%	10.6%	14.1%	0
Office of the Assistant Secretary for Civil Rights	46	73.9%	4.5%	21.7%	1
Office of the Chief Economist	34	91.6%	5.6%	2.9%	0
Office of the Chief Financial Officer	223	68.3%	11.3%	20.3%	4
Office of the General Counsel	65	70.8%	14.4%	14.8%	0
Office of the Inspector General	95	78.6%	11.9%	9.5%	2
Office of the Secretary	24	71.9%	14.4%	13.7%	0
Research Education and Economics	2,332	70.3%	15.4%	14.4%	11
Rural Development	2,040	67.7%	15.5%	16.7%	7

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### My Work Experience (continued)

**16. I am held accountable for achieving results.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	387,980	81.1%	12.5%	6.4%	1,810
<b>Department of Agriculture</b>	<b>19,963</b>	<b>82.8%</b>	<b>11.8%</b>	<b>5.5%</b>	<b>79</b>
Departmental Management	383	86.0%	8.6%	5.4%	0
Farm and Foreign Agriculture Services	2,357	83.7%	11.1%	5.2%	7
Food Nutrition and Consumer Services	559	87.6%	7.1%	5.2%	3
Food Safety	1,391	82.5%	12.7%	4.7%	4
Marketing and Regulatory Programs	1,961	80.9%	13.1%	5.9%	11
National Appeals Division	39	92.3%	7.7%	0.0%	0
Natural Resources and Environment	8,360	81.1%	12.5%	6.4%	37
Office of Budget & Program Analysis	33	79.2%	14.8%	6.0%	1
Office of Communications	33	81.6%	15.6%	2.8%	0
Office of the Assistant Secretary for Civil Rights	46	81.0%	15.1%	3.9%	1
Office of the Chief Economist	34	94.3%	5.7%	0.0%	0
Office of the Chief Financial Officer	224	87.3%	9.2%	3.5%	2
Office of the General Counsel	65	81.1%	18.9%	0.0%	0
Office of the Inspector General	97	87.3%	11.0%	1.7%	0
Office of the Secretary	24	77.9%	18.3%	3.8%	0
Research Education and Economics	2,325	87.7%	9.0%	3.3%	4
Rural Development	2,030	85.5%	10.8%	3.8%	9

# Department of Agriculture

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

**17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	373,094	60.3%	19.3%	20.4%	16,950
<b>Department of Agriculture</b>	<b>19,297</b>	<b>57.8%</b>	<b>21.0%</b>	<b>21.1%</b>	<b>751</b>
Departmental Management	370	58.1%	18.2%	23.7%	14
Farm and Foreign Agriculture Services	2,272	55.6%	23.1%	21.3%	88
Food Nutrition and Consumer Services	527	55.9%	24.2%	20.0%	35
Food Safety	1,356	62.0%	18.9%	19.1%	42
Marketing and Regulatory Programs	1,869	57.6%	21.0%	21.4%	98
National Appeals Division	35	59.7%	12.3%	28.0%	4
Natural Resources and Environment	8,134	58.4%	20.3%	21.3%	266
Office of Budget & Program Analysis	29	64.8%	18.8%	16.5%	5
Office of Communications	33	37.1%	33.1%	29.8%	0
Office of the Assistant Secretary for Civil Rights	45	52.8%	16.9%	30.3%	2
Office of the Chief Economist	33	80.5%	13.0%	6.5%	1
Office of the Chief Financial Officer	215	56.0%	23.1%	20.9%	13
Office of the General Counsel	62	61.7%	18.3%	20.0%	1
Office of the Inspector General	88	64.8%	15.6%	19.6%	7
Office of the Secretary	24	62.7%	21.0%	16.3%	0
Research Education and Economics	2,214	57.7%	23.5%	18.8%	123
Rural Development	1,989	51.3%	23.6%	25.0%	52

# Department of Agriculture

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

#### 18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,903	49.6%	23.8%	26.5%	4,288
<b>Department of Agriculture</b>	<b>19,900</b>	<b>49.9%</b>	<b>24.8%</b>	<b>25.2%</b>	<b>160</b>
Departmental Management	381	43.7%	20.6%	35.7%	4
Farm and Foreign Agriculture Services	2,346	39.2%	28.3%	32.5%	20
Food Nutrition and Consumer Services	563	46.1%	27.1%	26.8%	1
Food Safety	1,381	54.1%	25.7%	20.1%	16
Marketing and Regulatory Programs	1,952	49.7%	26.2%	24.1%	19
National Appeals Division	39	58.1%	31.3%	10.6%	1
Natural Resources and Environment	8,351	52.0%	23.5%	24.5%	50
Office of Budget & Program Analysis	33	33.3%	24.1%	42.6%	1
Office of Communications	33	42.0%	23.0%	35.0%	0
Office of the Assistant Secretary for Civil Rights	46	54.6%	22.2%	23.2%	1
Office of the Chief Economist	33	61.2%	33.1%	5.7%	0
Office of the Chief Financial Officer	222	51.1%	26.4%	22.5%	3
Office of the General Counsel	63	56.9%	18.4%	24.7%	1
Office of the Inspector General	94	60.1%	14.9%	24.9%	2
Office of the Secretary	24	58.8%	29.5%	11.7%	0
Research Education and Economics	2,319	49.0%	27.7%	23.3%	22
Rural Development	2,018	43.5%	25.4%	31.1%	19

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	382,953	67.5%	14.6%	18.0%	8,987
<b>Department of Agriculture</b>	<b>19,911</b>	<b>65.0%</b>	<b>14.3%</b>	<b>20.6%</b>	<b>223</b>
Departmental Management	380	73.9%	10.4%	15.8%	5
Farm and Foreign Agriculture Services	2,347	63.5%	13.9%	22.6%	25
Food Nutrition and Consumer Services	559	66.5%	12.9%	20.7%	9
Food Safety	1,386	65.8%	15.2%	19.0%	16
Marketing and Regulatory Programs	1,959	66.9%	13.8%	19.2%	22
National Appeals Division	38	79.4%	12.6%	8.0%	1
Natural Resources and Environment	8,345	62.6%	15.2%	22.2%	77
Office of Budget & Program Analysis	34	75.4%	7.3%	17.2%	0
Office of Communications	33	65.5%	15.8%	18.6%	0
Office of the Assistant Secretary for Civil Rights	43	63.0%	7.0%	30.0%	4
Office of the Chief Economist	33	80.2%	13.9%	5.9%	1
Office of the Chief Financial Officer	229	63.5%	13.1%	23.4%	0
Office of the General Counsel	64	62.4%	14.0%	23.6%	1
Office of the Inspector General	96	74.8%	11.0%	14.2%	1
Office of the Secretary	22	72.6%	13.9%	13.5%	2
Research Education and Economics	2,315	70.0%	12.5%	17.4%	35
Rural Development	2,026	68.8%	13.4%	17.7%	24

# Department of Agriculture

## 1st Level Subagency Comparison Report

### My Work Unit

**20. The people I work with cooperate to get the job done.**

	N	Positive	Neutral	Negative
Governmentwide	391,426	72.1%	14.2%	13.8%
<b>Department of Agriculture</b>	<b>20,099</b>	<b>74.4%</b>	<b>13.3%</b>	<b>12.4%</b>
Departmental Management	383	74.5%	11.9%	13.6%
Farm and Foreign Agriculture Services	2,367	77.5%	11.5%	11.1%
Food Nutrition and Consumer Services	566	79.0%	9.9%	11.1%
Food Safety	1,398	66.2%	18.0%	15.8%
Marketing and Regulatory Programs	1,976	75.8%	13.6%	10.6%
National Appeals Division	40	90.6%	9.4%	0.0%
Natural Resources and Environment	8,419	74.7%	13.0%	12.3%
Office of Budget & Program Analysis	33	73.3%	15.5%	11.2%
Office of Communications	33	71.7%	19.4%	8.9%
Office of the Assistant Secretary for Civil Rights	47	58.1%	23.1%	18.9%
Office of the Chief Economist	34	94.1%	5.9%	0.0%
Office of the Chief Financial Officer	229	72.6%	13.1%	14.2%
Office of the General Counsel	65	88.4%	4.0%	7.6%
Office of the Inspector General	97	81.6%	7.4%	11.0%
Office of the Secretary	24	87.5%	8.6%	3.8%
Research Education and Economics	2,345	76.6%	12.6%	10.8%
Rural Development	2,041	70.5%	13.6%	15.8%

# Department of Agriculture

## 1st Level Subagency Comparison Report

### My Work Unit (continued)

**21. My work unit is able to recruit people with the right skills.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,727	40.6%	26.4%	33.0%	14,985
<b>Department of Agriculture</b>	<b>19,456</b>	<b>34.1%</b>	<b>27.8%</b>	<b>38.0%</b>	<b>666</b>
Departmental Management	371	47.0%	24.6%	28.4%	14
Farm and Foreign Agriculture Services	2,281	25.9%	28.6%	45.5%	93
Food Nutrition and Consumer Services	546	42.5%	29.1%	28.4%	21
Food Safety	1,325	31.5%	35.7%	32.8%	74
Marketing and Regulatory Programs	1,886	44.1%	26.9%	29.0%	91
National Appeals Division	39	64.3%	28.6%	7.2%	1
Natural Resources and Environment	8,251	33.0%	26.6%	40.3%	173
Office of Budget & Program Analysis	32	24.9%	28.1%	47.0%	2
Office of Communications	32	32.6%	22.6%	44.8%	1
Office of the Assistant Secretary for Civil Rights	44	23.2%	35.2%	41.6%	3
Office of the Chief Economist	34	83.6%	13.6%	2.9%	0
Office of the Chief Financial Officer	222	38.2%	31.8%	29.9%	6
Office of the General Counsel	61	40.1%	19.8%	40.2%	4
Office of the Inspector General	91	30.6%	35.7%	33.7%	6
Office of the Secretary	24	72.2%	20.1%	7.7%	0
Research Education and Economics	2,275	38.6%	25.7%	35.8%	73
Rural Development	1,940	23.0%	30.7%	46.3%	104

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### My Work Unit (continued)

**22. Promotions in my work unit are based on merit.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,631	32.0%	28.7%	39.3%	26,462
<b>Department of Agriculture</b>	<b>18,843</b>	<b>32.5%</b>	<b>29.6%</b>	<b>37.8%</b>	<b>1,133</b>
Departmental Management	351	35.6%	29.4%	35.0%	32
Farm and Foreign Agriculture Services	2,218	31.5%	32.0%	36.5%	121
Food Nutrition and Consumer Services	525	40.0%	25.5%	34.5%	40
Food Safety	1,293	34.2%	35.1%	30.7%	93
Marketing and Regulatory Programs	1,829	32.5%	28.8%	38.7%	136
National Appeals Division	35	36.1%	31.4%	32.5%	5
Natural Resources and Environment	7,962	30.8%	29.4%	39.9%	405
Office of Budget & Program Analysis	33	41.5%	11.4%	47.1%	1
Office of Communications	29	29.9%	29.1%	41.0%	4
Office of the Assistant Secretary for Civil Rights	42	16.5%	34.3%	49.2%	4
Office of the Chief Economist	31	62.9%	20.9%	16.3%	3
Office of the Chief Financial Officer	213	39.1%	23.3%	37.6%	14
Office of the General Counsel	58	23.7%	34.2%	42.0%	6
Office of the Inspector General	90	41.6%	26.5%	31.8%	7
Office of the Secretary	21	60.5%	15.1%	24.5%	3
Research Education and Economics	2,202	41.6%	27.7%	30.7%	136
Rural Development	1,909	24.8%	30.3%	45.0%	123



## Department of Agriculture

### 1st Level Subagency Comparison Report

#### My Work Unit (continued)

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,178	28.2%	26.9%	44.9%	35,600
<b>Department of Agriculture</b>	<b>18,690</b>	<b>25.6%</b>	<b>28.2%</b>	<b>46.2%</b>	<b>1,369</b>
Departmental Management	353	33.2%	28.7%	38.1%	32
Farm and Foreign Agriculture Services	2,214	27.6%	31.1%	41.3%	150
Food Nutrition and Consumer Services	505	24.7%	30.0%	45.3%	62
Food Safety	1,309	28.9%	28.8%	42.2%	87
Marketing and Regulatory Programs	1,800	27.9%	28.4%	43.7%	172
National Appeals Division	35	37.8%	42.6%	19.6%	5
Natural Resources and Environment	7,939	24.1%	26.6%	49.2%	460
Office of Budget & Program Analysis	27	13.1%	31.1%	55.8%	7
Office of Communications	27	23.1%	19.0%	57.9%	6
Office of the Assistant Secretary for Civil Rights	42	18.5%	16.0%	65.6%	5
Office of the Chief Economist	27	29.8%	55.7%	14.4%	6
Office of the Chief Financial Officer	209	26.3%	27.0%	46.7%	14
Office of the General Counsel	56	11.6%	39.9%	48.4%	9
Office of the Inspector General	85	33.2%	20.8%	46.0%	10
Office of the Secretary	21	44.2%	23.0%	32.7%	2
Research Education and Economics	2,126	29.0%	30.8%	40.2%	215
Rural Development	1,913	19.5%	31.4%	49.1%	127

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### My Work Unit (continued)

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,267	31.5%	28.4%	40.1%	22,310
<b>Department of Agriculture</b>	<b>19,186</b>	<b>29.3%</b>	<b>29.9%</b>	<b>40.7%</b>	<b>888</b>
Departmental Management	361	33.4%	30.4%	36.2%	22
Farm and Foreign Agriculture Services	2,260	29.4%	30.8%	39.9%	103
Food Nutrition and Consumer Services	524	33.1%	30.9%	35.9%	43
Food Safety	1,336	32.7%	30.8%	36.5%	62
Marketing and Regulatory Programs	1,875	35.4%	25.1%	39.5%	97
National Appeals Division	34	28.0%	37.1%	34.9%	4
Natural Resources and Environment	8,089	27.1%	29.8%	43.0%	323
Office of Budget & Program Analysis	32	27.5%	22.0%	50.5%	2
Office of Communications	30	20.8%	30.0%	49.2%	3
Office of the Assistant Secretary for Civil Rights	43	24.6%	29.2%	46.3%	4
Office of the Chief Economist	31	40.8%	49.5%	9.7%	2
Office of the Chief Financial Officer	222	29.3%	33.9%	36.8%	5
Office of the General Counsel	57	23.4%	34.5%	42.1%	6
Office of the Inspector General	88	31.9%	24.1%	44.0%	8
Office of the Secretary	22	52.3%	33.9%	13.8%	2
Research Education and Economics	2,223	33.5%	33.7%	32.8%	116
Rural Development	1,957	23.3%	29.3%	47.4%	86

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,099	38.0%	25.7%	36.3%	25,833
<b>Department of Agriculture</b>	<b>18,962</b>	<b>37.9%</b>	<b>25.8%</b>	<b>36.3%</b>	<b>1,092</b>
Departmental Management	350	42.5%	25.6%	31.8%	30
Farm and Foreign Agriculture Services	2,247	38.6%	25.9%	35.5%	112
Food Nutrition and Consumer Services	529	45.6%	25.4%	29.0%	38
Food Safety	1,300	37.8%	30.0%	32.2%	95
Marketing and Regulatory Programs	1,852	44.3%	21.2%	34.5%	124
National Appeals Division	35	43.6%	26.8%	29.6%	4
Natural Resources and Environment	7,991	35.5%	25.7%	38.8%	401
Office of Budget & Program Analysis	32	33.6%	31.6%	34.8%	2
Office of Communications	32	22.3%	43.5%	34.2%	1
Office of the Assistant Secretary for Civil Rights	43	42.2%	16.7%	41.0%	4
Office of the Chief Economist	28	48.5%	33.2%	18.3%	6
Office of the Chief Financial Officer	217	42.2%	22.1%	35.7%	11
Office of the General Counsel	58	39.4%	30.2%	30.4%	6
Office of the Inspector General	89	34.8%	23.4%	41.7%	8
Office of the Secretary	20	46.6%	38.4%	15.0%	4
Research Education and Economics	2,203	46.1%	26.3%	27.6%	137
Rural Development	1,934	28.1%	28.6%	43.4%	109

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### My Work Unit (continued)

**26. Employees in my work unit share job knowledge with each other.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,041	71.9%	14.6%	13.5%	1,704
<b>Department of Agriculture</b>	<b>20,007</b>	<b>72.8%</b>	<b>14.4%</b>	<b>12.8%</b>	<b>79</b>
Departmental Management	380	67.2%	14.9%	17.9%	3
Farm and Foreign Agriculture Services	2,366	73.0%	13.3%	13.8%	5
Food Nutrition and Consumer Services	564	69.2%	16.0%	14.8%	2
Food Safety	1,393	68.7%	16.7%	14.5%	7
Marketing and Regulatory Programs	1,962	72.8%	14.6%	12.6%	11
National Appeals Division	40	77.7%	15.4%	6.9%	0
Natural Resources and Environment	8,379	74.1%	13.9%	12.0%	20
Office of Budget & Program Analysis	34	71.0%	12.2%	16.8%	0
Office of Communications	32	70.4%	16.6%	12.9%	0
Office of the Assistant Secretary for Civil Rights	47	59.0%	20.0%	21.0%	0
Office of the Chief Economist	34	87.4%	12.6%	0.0%	0
Office of the Chief Financial Officer	228	68.1%	15.1%	16.8%	1
Office of the General Counsel	65	89.6%	8.1%	2.3%	0
Office of the Inspector General	96	75.3%	9.9%	14.8%	1
Office of the Secretary	23	87.2%	3.7%	9.1%	1
Research Education and Economics	2,330	73.4%	14.8%	11.7%	17
Rural Development	2,032	69.3%	15.8%	14.9%	11

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### My Work Unit (continued)

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,813	50.8%	30.2%	19.0%	15,161
<b>Department of Agriculture</b>	<b>19,520</b>	<b>47.8%</b>	<b>32.5%</b>	<b>19.6%</b>	<b>562</b>
Departmental Management	373	53.8%	28.0%	18.2%	13
Farm and Foreign Agriculture Services	2,307	48.5%	33.3%	18.2%	58
Food Nutrition and Consumer Services	546	58.2%	23.1%	18.7%	19
Food Safety	1,356	46.4%	34.8%	18.9%	45
Marketing and Regulatory Programs	1,908	47.3%	33.5%	19.2%	63
National Appeals Division	37	69.0%	20.0%	11.1%	3
Natural Resources and Environment	8,212	47.0%	32.2%	20.7%	197
Office of Budget & Program Analysis	34	32.1%	41.9%	26.0%	0
Office of Communications	33	40.8%	35.5%	23.7%	0
Office of the Assistant Secretary for Civil Rights	44	46.7%	40.2%	13.1%	3
Office of the Chief Economist	32	58.5%	38.6%	2.8%	2
Office of the Chief Financial Officer	223	56.8%	27.5%	15.7%	5
Office of the General Counsel	58	47.1%	40.5%	12.4%	6
Office of the Inspector General	91	47.4%	36.4%	16.2%	5
Office of the Secretary	23	73.9%	18.0%	8.1%	1
Research Education and Economics	2,235	47.5%	34.1%	18.3%	106
Rural Development	2,006	48.8%	31.7%	19.5%	36

## Department of Agriculture

### *1st Level Subagency Comparison Report*

#### My Work Unit (continued)

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
Governmentwide	390,716	81.8%	14.6%	3.6%
<b>Department of Agriculture</b>	<b>20,103</b>	<b>82.6%</b>	<b>14.5%</b>	<b>3.0%</b>
Departmental Management	386	82.9%	15.0%	2.1%
Farm and Foreign Agriculture Services	2,368	86.6%	11.4%	2.0%
Food Nutrition and Consumer Services	565	87.0%	10.9%	2.1%
Food Safety	1,399	77.9%	17.8%	4.2%
Marketing and Regulatory Programs	1,975	84.5%	12.9%	2.7%
National Appeals Division	40	95.4%	4.6%	0.0%
Natural Resources and Environment	8,415	81.1%	15.5%	3.4%
Office of Budget & Program Analysis	34	88.3%	9.1%	2.6%
Office of Communications	33	83.5%	10.3%	6.2%
Office of the Assistant Secretary for Civil Rights	47	76.8%	20.9%	2.3%
Office of the Chief Economist	34	100.0%	0.0%	0.0%
Office of the Chief Financial Officer	228	83.1%	15.1%	1.9%
Office of the General Counsel	65	99.5%	0.5%	0.0%
Office of the Inspector General	97	82.2%	16.1%	1.7%
Office of the Secretary	24	96.2%	0.0%	3.8%
Research Education and Economics	2,347	86.3%	11.7%	2.0%
Rural Development	2,044	83.6%	13.9%	2.5%

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,647	68.5%	18.3%	13.2%	7,045
<b>Department of Agriculture</b>	<b>19,609</b>	<b>63.9%</b>	<b>21.0%</b>	<b>15.1%</b>	<b>349</b>
Departmental Management	377	65.2%	19.2%	15.6%	6
Farm and Foreign Agriculture Services	2,327	61.8%	21.8%	16.4%	33
Food Nutrition and Consumer Services	547	69.5%	17.4%	13.1%	12
Food Safety	1,367	66.2%	22.1%	11.7%	25
Marketing and Regulatory Programs	1,924	70.7%	17.9%	11.4%	38
National Appeals Division	37	86.5%	13.5%	0.0%	3
Natural Resources and Environment	8,210	60.6%	21.9%	17.5%	126
Office of Budget & Program Analysis	33	83.2%	5.7%	11.1%	0
Office of Communications	32	45.7%	32.3%	22.0%	0
Office of the Assistant Secretary for Civil Rights	46	57.0%	23.5%	19.5%	1
Office of the Chief Economist	34	96.6%	3.4%	0.0%	0
Office of the Chief Financial Officer	226	66.4%	19.7%	13.9%	3
Office of the General Counsel	65	70.3%	20.4%	9.3%	0
Office of the Inspector General	91	81.4%	14.2%	4.4%	2
Office of the Secretary	23	75.9%	20.5%	3.7%	1
Research Education and Economics	2,268	71.2%	17.9%	11.0%	66
Rural Development	2,000	60.0%	25.2%	14.8%	33

# Department of Agriculture

## 1st Level Subagency Comparison Report

### My Agency (continued)

30. *Employees have a feeling of personal empowerment with respect to work processes.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,805	41.9%	25.7%	32.4%	8,728
<b>Department of Agriculture</b>	<b>19,482</b>	<b>37.9%</b>	<b>28.2%</b>	<b>33.9%</b>	<b>454</b>
Departmental Management	370	43.5%	24.1%	32.3%	12
Farm and Foreign Agriculture Services	2,316	38.8%	28.6%	32.6%	43
Food Nutrition and Consumer Services	538	40.0%	30.1%	30.0%	21
Food Safety	1,358	41.9%	33.3%	24.8%	34
Marketing and Regulatory Programs	1,900	43.5%	25.6%	30.9%	55
National Appeals Division	37	59.5%	21.6%	18.9%	3
Natural Resources and Environment	8,187	34.6%	27.4%	38.0%	149
Office of Budget & Program Analysis	32	27.1%	8.6%	64.3%	0
Office of Communications	30	34.8%	28.9%	36.3%	2
Office of the Assistant Secretary for Civil Rights	45	24.0%	30.8%	45.2%	2
Office of the Chief Economist	34	78.2%	18.8%	3.0%	0
Office of the Chief Financial Officer	221	42.4%	31.2%	26.4%	7
Office of the General Counsel	64	42.9%	22.1%	35.0%	1
Office of the Inspector General	87	45.2%	21.3%	33.6%	7
Office of the Secretary	22	78.8%	7.7%	13.4%	2
Research Education and Economics	2,258	41.1%	29.7%	29.2%	69
Rural Development	1,981	37.2%	29.8%	33.1%	47



## Department of Agriculture

### 1st Level Subagency Comparison Report

#### My Agency (continued)

**31. Employees are recognized for providing high quality products and services.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,902	44.6%	24.2%	31.2%	7,530
<b>Department of Agriculture</b>	<b>19,540</b>	<b>41.2%</b>	<b>26.7%</b>	<b>32.1%</b>	<b>363</b>
Departmental Management	372	46.3%	22.4%	31.3%	11
Farm and Foreign Agriculture Services	2,320	38.2%	25.9%	36.0%	30
Food Nutrition and Consumer Services	546	51.9%	21.8%	26.3%	12
Food Safety	1,349	40.2%	31.8%	28.0%	39
Marketing and Regulatory Programs	1,916	48.3%	23.5%	28.1%	37
National Appeals Division	38	53.6%	21.8%	24.6%	2
Natural Resources and Environment	8,188	39.0%	26.8%	34.2%	127
Office of Budget & Program Analysis	31	65.7%	15.1%	19.2%	1
Office of Communications	31	33.0%	31.4%	35.7%	0
Office of the Assistant Secretary for Civil Rights	43	36.1%	27.2%	36.7%	4
Office of the Chief Economist	34	75.6%	15.7%	8.7%	0
Office of the Chief Financial Officer	222	44.7%	28.0%	27.4%	5
Office of the General Counsel	62	49.5%	18.6%	31.9%	0
Office of the Inspector General	90	48.5%	17.6%	33.9%	5
Office of the Secretary	22	81.7%	4.5%	13.8%	2
Research Education and Economics	2,287	48.1%	27.7%	24.2%	48
Rural Development	1,987	32.5%	27.8%	39.7%	40

## Department of Agriculture

### *1st Level Subagency Comparison Report*

#### My Agency (continued)

##### *32. Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	371,008	34.8%	29.5%	35.7%	12,026
<b>Department of Agriculture</b>	<b>19,322</b>	<b>30.5%</b>	<b>32.8%</b>	<b>36.7%</b>	<b>540</b>
Departmental Management	360	37.1%	27.4%	35.5%	21
Farm and Foreign Agriculture Services	2,293	25.0%	33.3%	41.7%	56
Food Nutrition and Consumer Services	533	43.0%	26.9%	30.0%	22
Food Safety	1,332	31.3%	34.6%	34.1%	50
Marketing and Regulatory Programs	1,891	37.5%	30.1%	32.4%	54
National Appeals Division	38	36.2%	32.3%	31.5%	2
Natural Resources and Environment	8,122	27.6%	33.7%	38.6%	184
Office of Budget & Program Analysis	32	17.6%	22.6%	59.8%	0
Office of Communications	32	25.7%	26.9%	47.4%	0
Office of the Assistant Secretary for Civil Rights	44	25.5%	36.6%	37.8%	3
Office of the Chief Economist	34	72.7%	11.7%	15.6%	0
Office of the Chief Financial Officer	219	32.5%	36.7%	30.8%	9
Office of the General Counsel	65	39.7%	31.1%	29.2%	0
Office of the Inspector General	87	27.5%	28.5%	44.0%	7
Office of the Secretary	22	68.7%	17.5%	13.8%	2
Research Education and Economics	2,251	41.4%	31.4%	27.2%	71
Rural Development	1,965	22.5%	32.6%	44.9%	59

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### My Agency (continued)

**33. Pay raises depend on how well employees perform their jobs.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,757	19.6%	26.5%	54.0%	25,095
<b>Department of Agriculture</b>	<b>18,738</b>	<b>16.4%</b>	<b>27.1%</b>	<b>56.4%</b>	<b>1,075</b>
Departmental Management	350	25.6%	28.2%	46.2%	31
Farm and Foreign Agriculture Services	2,254	14.8%	27.0%	58.1%	89
Food Nutrition and Consumer Services	513	21.1%	31.4%	47.5%	43
Food Safety	1,310	20.9%	28.5%	50.7%	74
Marketing and Regulatory Programs	1,810	16.0%	29.0%	55.0%	140
National Appeals Division	36	19.3%	36.2%	44.6%	4
Natural Resources and Environment	7,875	13.6%	25.5%	60.9%	397
Office of Budget & Program Analysis	29	17.6%	25.0%	57.3%	3
Office of Communications	30	16.1%	24.5%	59.4%	2
Office of the Assistant Secretary for Civil Rights	42	11.0%	32.4%	56.6%	4
Office of the Chief Economist	31	28.3%	45.2%	26.6%	2
Office of the Chief Financial Officer	212	23.7%	26.7%	49.6%	12
Office of the General Counsel	56	13.0%	40.6%	46.5%	8
Office of the Inspector General	84	20.3%	24.9%	54.8%	9
Office of the Secretary	19	41.1%	33.5%	25.4%	4
Research Education and Economics	2,184	25.5%	31.3%	43.2%	135
Rural Development	1,901	13.5%	26.3%	60.3%	118

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,225	55.5%	29.2%	15.4%	29,633
<b>Department of Agriculture</b>	<b>19,163</b>	<b>64.1%</b>	<b>24.2%</b>	<b>11.8%</b>	<b>761</b>
Departmental Management	354	60.8%	23.6%	15.5%	29
Farm and Foreign Agriculture Services	2,272	58.8%	25.7%	15.5%	87
Food Nutrition and Consumer Services	531	70.4%	16.4%	13.3%	26
Food Safety	1,321	64.4%	26.0%	9.7%	68
Marketing and Regulatory Programs	1,862	63.3%	25.0%	11.6%	91
National Appeals Division	35	70.3%	29.7%	0.0%	3
Natural Resources and Environment	8,065	65.3%	23.2%	11.5%	264
Office of Budget & Program Analysis	31	46.3%	29.6%	24.1%	1
Office of Communications	30	45.5%	33.5%	21.0%	2
Office of the Assistant Secretary for Civil Rights	46	50.5%	23.5%	26.0%	1
Office of the Chief Economist	32	64.0%	29.3%	6.7%	1
Office of the Chief Financial Officer	223	66.8%	22.8%	10.4%	5
Office of the General Counsel	62	54.8%	35.2%	10.0%	3
Office of the Inspector General	90	61.4%	23.4%	15.3%	5
Office of the Secretary	21	85.6%	10.0%	4.4%	2
Research Education and Economics	2,248	68.0%	23.2%	8.8%	80
Rural Development	1,938	54.4%	30.6%	15.0%	93

# Department of Agriculture

## 1st Level Subagency Comparison Report

### My Agency (continued)

35. *Employees are protected from health and safety hazards on the job.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,670	76.0%	13.7%	10.4%	5,777
<b>Department of Agriculture</b>	<b>19,713</b>	<b>78.9%</b>	<b>13.0%</b>	<b>8.2%</b>	<b>197</b>
Departmental Management	371	73.6%	15.4%	11.0%	12
Farm and Foreign Agriculture Services	2,334	78.0%	13.9%	8.1%	22
Food Nutrition and Consumer Services	551	76.7%	15.2%	8.1%	8
Food Safety	1,365	72.0%	16.2%	11.8%	25
Marketing and Regulatory Programs	1,928	76.0%	14.0%	10.0%	26
National Appeals Division	38	87.6%	12.4%	0.0%	2
Natural Resources and Environment	8,283	81.7%	11.5%	6.8%	37
Office of Budget & Program Analysis	31	90.8%	6.3%	2.9%	1
Office of Communications	31	61.7%	29.2%	9.2%	1
Office of the Assistant Secretary for Civil Rights	43	77.3%	6.9%	15.8%	4
Office of the Chief Economist	32	90.8%	2.9%	6.3%	1
Office of the Chief Financial Officer	226	64.2%	19.0%	16.8%	1
Office of the General Counsel	63	74.4%	12.6%	13.0%	2
Office of the Inspector General	91	76.4%	17.7%	5.9%	2
Office of the Secretary	23	86.1%	13.9%	0.0%	1
Research Education and Economics	2,294	84.5%	10.1%	5.4%	32
Rural Development	2,007	70.4%	18.3%	11.3%	20

# Department of Agriculture

## 1st Level Subagency Comparison Report

### My Agency (continued)

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,944	76.0%	14.4%	9.6%	5,237
<b>Department of Agriculture</b>	<b>19,594</b>	<b>71.3%</b>	<b>18.0%</b>	<b>10.7%</b>	<b>298</b>
Departmental Management	370	76.7%	15.0%	8.3%	11
Farm and Foreign Agriculture Services	2,326	71.8%	17.5%	10.7%	27
Food Nutrition and Consumer Services	554	69.9%	19.1%	11.1%	4
Food Safety	1,354	69.7%	20.5%	9.8%	33
Marketing and Regulatory Programs	1,917	70.2%	18.6%	11.2%	35
National Appeals Division	38	68.0%	21.2%	10.8%	1
Natural Resources and Environment	8,216	71.3%	17.7%	11.0%	96
Office of Budget & Program Analysis	32	67.5%	15.7%	16.9%	0
Office of Communications	32	52.3%	27.1%	20.6%	0
Office of the Assistant Secretary for Civil Rights	43	54.6%	18.8%	26.6%	3
Office of the Chief Economist	33	90.2%	6.7%	3.1%	0
Office of the Chief Financial Officer	225	77.1%	12.2%	10.6%	3
Office of the General Counsel	62	48.7%	27.7%	23.7%	3
Office of the Inspector General	90	65.8%	23.5%	10.7%	3
Office of the Secretary	22	95.8%	4.2%	0.0%	2
Research Education and Economics	2,277	75.1%	16.4%	8.5%	52
Rural Development	2,001	67.8%	19.8%	12.4%	25

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### My Agency (continued)

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	361,372	50.3%	23.1%	26.5%	21,762
<b>Department of Agriculture</b>	<b>18,877</b>	<b>53.8%</b>	<b>23.6%</b>	<b>22.7%</b>	<b>996</b>
Departmental Management	352	54.9%	21.8%	23.3%	29
Farm and Foreign Agriculture Services	2,244	48.6%	27.6%	23.8%	96
Food Nutrition and Consumer Services	517	40.7%	28.6%	30.7%	39
Food Safety	1,315	53.3%	27.0%	19.7%	73
Marketing and Regulatory Programs	1,817	51.9%	21.6%	26.5%	136
National Appeals Division	33	54.5%	27.5%	18.0%	5
Natural Resources and Environment	7,934	55.7%	22.8%	21.4%	374
Office of Budget & Program Analysis	31	44.0%	36.3%	19.8%	1
Office of Communications	31	38.2%	27.2%	34.6%	1
Office of the Assistant Secretary for Civil Rights	44	29.2%	28.4%	42.4%	2
Office of the Chief Economist	32	83.1%	10.6%	6.3%	2
Office of the Chief Financial Officer	216	45.9%	19.0%	35.1%	12
Office of the General Counsel	61	53.1%	18.9%	27.9%	4
Office of the Inspector General	88	43.6%	32.0%	24.4%	6
Office of the Secretary	24	74.4%	17.0%	8.6%	0
Research Education and Economics	2,200	59.7%	21.9%	18.4%	127
Rural Development	1,936	46.1%	26.5%	27.4%	89

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	347,433	65.2%	20.2%	14.6%	33,840
<b>Department of Agriculture</b>	<b>18,497</b>	<b>68.9%</b>	<b>18.1%</b>	<b>13.0%</b>	<b>1,292</b>
Departmental Management	356	64.2%	21.3%	14.5%	27
Farm and Foreign Agriculture Services	2,207	67.5%	19.8%	12.7%	126
Food Nutrition and Consumer Services	492	61.9%	20.9%	17.3%	64
Food Safety	1,271	66.0%	23.0%	11.1%	108
Marketing and Regulatory Programs	1,765	70.0%	17.1%	12.9%	179
National Appeals Division	34	70.3%	24.7%	5.0%	5
Natural Resources and Environment	7,831	69.9%	16.6%	13.5%	442
Office of Budget & Program Analysis	29	70.7%	22.3%	7.0%	3
Office of Communications	27	50.0%	39.8%	10.2%	5
Office of the Assistant Secretary for Civil Rights	43	51.5%	27.9%	20.6%	4
Office of the Chief Economist	30	92.7%	7.3%	0.0%	3
Office of the Chief Financial Officer	212	61.7%	21.8%	16.4%	16
Office of the General Counsel	59	65.8%	18.6%	15.6%	6
Office of the Inspector General	85	62.5%	19.4%	18.1%	7
Office of the Secretary	21	86.9%	4.5%	8.6%	3
Research Education and Economics	2,150	73.1%	17.1%	9.7%	160
Rural Development	1,883	64.6%	21.7%	13.7%	134



## Department of Agriculture

### 1st Level Subagency Comparison Report

#### My Agency (continued)

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,864	73.0%	18.2%	8.8%	7,407
<b>Department of Agriculture</b>	<b>19,492</b>	<b>68.7%</b>	<b>20.9%</b>	<b>10.5%</b>	<b>415</b>
Departmental Management	368	73.9%	18.8%	7.3%	11
Farm and Foreign Agriculture Services	2,307	71.4%	21.3%	7.3%	39
Food Nutrition and Consumer Services	554	80.6%	16.0%	3.4%	6
Food Safety	1,364	70.8%	22.0%	7.2%	23
Marketing and Regulatory Programs	1,900	75.1%	17.4%	7.5%	56
National Appeals Division	39	97.3%	2.7%	0.0%	1
Natural Resources and Environment	8,146	62.3%	23.2%	14.5%	179
Office of Budget & Program Analysis	32	89.6%	10.4%	0.0%	0
Office of Communications	31	56.8%	30.9%	12.3%	1
Office of the Assistant Secretary for Civil Rights	46	56.8%	27.9%	15.3%	1
Office of the Chief Economist	34	96.3%	3.7%	0.0%	0
Office of the Chief Financial Officer	223	79.0%	16.6%	4.3%	5
Office of the General Counsel	64	86.1%	12.2%	1.6%	0
Office of the Inspector General	92	77.6%	14.7%	7.7%	2
Office of the Secretary	23	91.9%	4.0%	4.0%	1
Research Education and Economics	2,269	78.0%	16.1%	5.9%	60
Rural Development	1,998	74.3%	19.6%	6.0%	30

## Department of Agriculture

### *1st Level Subagency Comparison Report*

#### My Agency (continued)

**40. I recommend my organization as a good place to work.**

	N	Positive	Neutral	Negative
Governmentwide	383,760	62.1%	21.6%	16.4%
<b>Department of Agriculture</b>	<b>19,950</b>	<b>60.6%</b>	<b>22.9%</b>	<b>16.5%</b>
Departmental Management	384	56.8%	24.0%	19.2%
Farm and Foreign Agriculture Services	2,358	58.2%	23.3%	18.5%
Food Nutrition and Consumer Services	556	63.9%	21.8%	14.3%
Food Safety	1,390	64.1%	22.5%	13.4%
Marketing and Regulatory Programs	1,963	63.5%	21.8%	14.8%
National Appeals Division	40	72.8%	19.8%	7.4%
Natural Resources and Environment	8,335	59.7%	23.1%	17.2%
Office of Budget & Program Analysis	33	28.9%	28.7%	42.4%
Office of Communications	32	52.2%	22.0%	25.8%
Office of the Assistant Secretary for Civil Rights	47	34.6%	33.8%	31.6%
Office of the Chief Economist	34	87.1%	7.0%	5.9%
Office of the Chief Financial Officer	228	72.0%	18.9%	9.1%
Office of the General Counsel	64	65.8%	16.6%	17.6%
Office of the Inspector General	95	67.8%	18.8%	13.4%
Office of the Secretary	24	79.2%	12.1%	8.6%
Research Education and Economics	2,335	61.2%	22.6%	16.2%
Rural Development	2,030	55.9%	25.6%	18.5%

# Department of Agriculture

## 1st Level Subagency Comparison Report

### My Agency (continued)

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	350,655	38.1%	28.5%	33.4%	33,370
<b>Department of Agriculture</b>	<b>18,250</b>	<b>37.2%</b>	<b>30.1%</b>	<b>32.7%</b>	<b>1,713</b>
Departmental Management	365	41.7%	26.0%	32.3%	19
Farm and Foreign Agriculture Services	2,195	36.9%	31.1%	32.1%	167
Food Nutrition and Consumer Services	509	51.8%	23.1%	25.1%	49
Food Safety	1,269	45.7%	30.9%	23.4%	123
Marketing and Regulatory Programs	1,775	43.3%	28.4%	28.3%	186
National Appeals Division	36	48.7%	24.2%	27.1%	4
Natural Resources and Environment	7,596	31.9%	30.4%	37.8%	740
Office of Budget & Program Analysis	32	47.0%	25.0%	28.0%	1
Office of Communications	28	38.6%	19.6%	41.8%	4
Office of the Assistant Secretary for Civil Rights	45	52.3%	24.1%	23.5%	2
Office of the Chief Economist	32	50.6%	43.1%	6.3%	2
Office of the Chief Financial Officer	213	54.7%	28.3%	17.0%	16
Office of the General Counsel	59	36.1%	33.1%	30.8%	6
Office of the Inspector General	88	33.2%	32.8%	34.1%	7
Office of the Secretary	23	83.2%	7.7%	9.1%	1
Research Education and Economics	2,130	38.3%	31.4%	30.3%	207
Rural Development	1,853	43.2%	30.8%	26.0%	179

## Department of Agriculture 1st Level Subagency Comparison Report

### My Supervisor

**42. My supervisor supports my need to balance work and other life issues.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,621	77.3%	11.5%	11.2%	2,306
<b>Department of Agriculture</b>	<b>19,836</b>	<b>83.1%</b>	<b>9.1%</b>	<b>7.8%</b>	<b>103</b>
Departmental Management	378	83.6%	7.7%	8.7%	4
Farm and Foreign Agriculture Services	2,351	84.9%	8.4%	6.7%	5
Food Nutrition and Consumer Services	554	83.3%	10.2%	6.6%	4
Food Safety	1,382	73.5%	13.7%	12.8%	7
Marketing and Regulatory Programs	1,944	82.8%	8.8%	8.5%	15
National Appeals Division	40	68.7%	16.6%	14.7%	0
Natural Resources and Environment	8,287	84.5%	8.5%	7.0%	43
Office of Budget & Program Analysis	32	74.8%	12.3%	12.9%	0
Office of Communications	32	84.9%	6.7%	8.4%	0
Office of the Assistant Secretary for Civil Rights	47	67.8%	17.0%	15.3%	0
Office of the Chief Economist	33	87.1%	6.2%	6.7%	0
Office of the Chief Financial Officer	226	82.3%	8.5%	9.2%	1
Office of the General Counsel	65	93.3%	1.0%	5.7%	0
Office of the Inspector General	94	84.9%	9.7%	5.4%	0
Office of the Secretary	24	74.5%	21.6%	3.8%	0
Research Education and Economics	2,329	84.8%	8.6%	6.5%	10
Rural Development	2,016	81.9%	9.0%	9.1%	14

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### My Supervisor (continued)

43. *My supervisor provides me with opportunities to demonstrate my leadership skills.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,066	64.3%	17.9%	17.8%	2,012
<b>Department of Agriculture</b>	<b>19,799</b>	<b>69.0%</b>	<b>17.2%</b>	<b>13.8%</b>	<b>102</b>
Departmental Management	379	65.3%	16.6%	18.1%	3
Farm and Foreign Agriculture Services	2,340	70.1%	15.9%	14.0%	11
Food Nutrition and Consumer Services	553	70.7%	15.4%	13.9%	3
Food Safety	1,374	66.6%	20.0%	13.4%	9
Marketing and Regulatory Programs	1,942	66.9%	18.6%	14.5%	13
National Appeals Division	40	57.2%	25.1%	17.7%	0
Natural Resources and Environment	8,282	70.9%	16.1%	12.9%	38
Office of Budget & Program Analysis	33	67.5%	26.7%	5.7%	0
Office of Communications	32	65.2%	15.5%	19.3%	0
Office of the Assistant Secretary for Civil Rights	47	63.6%	21.3%	15.1%	0
Office of the Chief Economist	34	84.2%	9.5%	6.2%	0
Office of the Chief Financial Officer	225	70.3%	15.0%	14.6%	1
Office of the General Counsel	65	80.7%	8.9%	10.5%	0
Office of the Inspector General	94	73.0%	15.8%	11.2%	0
Office of the Secretary	23	81.7%	10.2%	8.1%	0
Research Education and Economics	2,321	67.1%	18.4%	14.5%	15
Rural Development	2,013	62.0%	20.2%	17.8%	9

# Department of Agriculture

## 1st Level Subagency Comparison Report

### My Supervisor (continued)

#### 44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,309	61.6%	19.2%	19.2%	4,317
<b>Department of Agriculture</b>	<b>19,629</b>	<b>64.2%</b>	<b>18.6%</b>	<b>17.3%</b>	<b>151</b>
Departmental Management	371	62.7%	18.3%	19.0%	6
Farm and Foreign Agriculture Services	2,313	61.8%	20.4%	17.8%	20
Food Nutrition and Consumer Services	553	65.5%	18.0%	16.6%	3
Food Safety	1,372	64.0%	19.5%	16.5%	5
Marketing and Regulatory Programs	1,918	63.8%	18.3%	17.9%	18
National Appeals Division	40	56.6%	27.7%	15.7%	0
Natural Resources and Environment	8,225	64.6%	18.0%	17.3%	59
Office of Budget & Program Analysis	31	63.7%	17.1%	19.1%	0
Office of Communications	32	74.9%	9.4%	15.7%	0
Office of the Assistant Secretary for Civil Rights	47	60.0%	14.4%	25.6%	0
Office of the Chief Economist	34	75.8%	14.7%	9.5%	0
Office of the Chief Financial Officer	220	62.1%	17.8%	20.1%	6
Office of the General Counsel	64	69.6%	14.6%	15.8%	0
Office of the Inspector General	93	62.1%	23.2%	14.7%	0
Office of the Secretary	24	70.4%	25.8%	3.8%	0
Research Education and Economics	2,293	66.0%	17.4%	16.6%	14
Rural Development	1,997	61.7%	21.7%	16.6%	20

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### My Supervisor (continued)

45. *My supervisor is committed to a workforce representative of all segments of society.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	349,672	66.2%	23.1%	10.7%	31,868
<b>Department of Agriculture</b>	<b>18,591</b>	<b>71.7%</b>	<b>20.9%</b>	<b>7.4%</b>	<b>1,295</b>
Departmental Management	346	68.7%	22.5%	8.8%	36
Farm and Foreign Agriculture Services	2,227	70.4%	22.5%	7.2%	120
Food Nutrition and Consumer Services	501	72.9%	17.4%	9.7%	54
Food Safety	1,271	68.3%	22.8%	9.0%	113
Marketing and Regulatory Programs	1,806	71.3%	20.3%	8.3%	145
National Appeals Division	35	64.0%	29.6%	6.4%	4
Natural Resources and Environment	7,784	72.7%	20.3%	7.0%	531
Office of Budget & Program Analysis	31	77.7%	12.6%	9.7%	2
Office of Communications	31	69.9%	16.8%	13.2%	1
Office of the Assistant Secretary for Civil Rights	45	66.7%	15.5%	17.9%	2
Office of the Chief Economist	32	89.3%	7.1%	3.6%	2
Office of the Chief Financial Officer	216	70.7%	22.3%	7.0%	11
Office of the General Counsel	59	78.1%	18.5%	3.4%	6
Office of the Inspector General	85	73.6%	21.0%	5.4%	8
Office of the Secretary	24	84.0%	12.1%	3.8%	0
Research Education and Economics	2,185	73.2%	20.7%	6.2%	148
Rural Development	1,911	68.1%	23.0%	8.9%	112

# Department of Agriculture

## 1st Level Subagency Comparison Report

### My Supervisor (continued)

**46. My supervisor provides me with constructive suggestions to improve my job performance.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,197	60.5%	20.4%	19.1%	2,159
<b>Department of Agriculture</b>	<b>19,780</b>	<b>62.7%</b>	<b>20.6%</b>	<b>16.7%</b>	<b>96</b>
Departmental Management	375	63.5%	19.7%	16.8%	4
Farm and Foreign Agriculture Services	2,339	61.1%	22.3%	16.6%	10
Food Nutrition and Consumer Services	551	61.2%	19.6%	19.1%	5
Food Safety	1,385	64.4%	20.6%	15.0%	3
Marketing and Regulatory Programs	1,938	62.5%	20.7%	16.8%	10
National Appeals Division	40	56.9%	35.5%	7.6%	0
Natural Resources and Environment	8,270	62.5%	20.0%	17.5%	34
Office of Budget & Program Analysis	32	68.5%	13.2%	18.3%	0
Office of Communications	32	74.4%	13.7%	11.9%	0
Office of the Assistant Secretary for Civil Rights	46	61.6%	19.3%	19.1%	0
Office of the Chief Economist	33	68.8%	25.0%	6.3%	0
Office of the Chief Financial Officer	226	62.1%	19.7%	18.1%	2
Office of the General Counsel	65	75.0%	10.1%	14.9%	0
Office of the Inspector General	92	67.1%	19.2%	13.7%	0
Office of the Secretary	24	62.2%	26.1%	11.7%	0
Research Education and Economics	2,321	64.2%	21.0%	14.7%	11
Rural Development	2,009	60.2%	23.4%	16.5%	17



# Department of Agriculture

## 1st Level Subagency Comparison Report

### My Supervisor (continued)

#### 47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,678	63.1%	19.3%	17.6%	6,028
<b>Department of Agriculture</b>	<b>19,609</b>	<b>68.0%</b>	<b>18.5%</b>	<b>13.6%</b>	<b>278</b>
Departmental Management	374	59.3%	25.4%	15.3%	8
Farm and Foreign Agriculture Services	2,324	64.3%	20.9%	14.8%	25
Food Nutrition and Consumer Services	539	72.2%	14.5%	13.3%	15
Food Safety	1,371	64.5%	21.5%	14.0%	17
Marketing and Regulatory Programs	1,924	69.3%	17.4%	13.3%	28
National Appeals Division	38	69.8%	22.4%	7.8%	2
Natural Resources and Environment	8,208	70.2%	16.9%	12.9%	100
Office of Budget & Program Analysis	33	67.2%	11.8%	21.0%	0
Office of Communications	32	50.2%	31.6%	18.2%	0
Office of the Assistant Secretary for Civil Rights	47	63.8%	17.0%	19.2%	0
Office of the Chief Economist	33	87.5%	5.7%	6.9%	0
Office of the Chief Financial Officer	223	64.6%	21.5%	13.8%	5
Office of the General Counsel	64	80.8%	7.9%	11.3%	0
Office of the Inspector General	93	67.6%	18.3%	14.1%	1
Office of the Secretary	24	78.7%	12.7%	8.6%	0
Research Education and Economics	2,291	66.3%	19.9%	13.8%	41
Rural Development	1,989	62.4%	21.8%	15.8%	36

# Department of Agriculture

## 1st Level Subagency Comparison Report

### My Supervisor (continued)

#### 48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	381,761	75.0%	12.7%	12.2%
<b>Department of Agriculture</b>	<b>19,906</b>	<b>78.3%</b>	<b>11.6%</b>	<b>10.2%</b>
Departmental Management	380	75.2%	12.7%	12.1%
Farm and Foreign Agriculture Services	2,355	78.6%	11.5%	9.8%
Food Nutrition and Consumer Services	556	79.2%	9.6%	11.2%
Food Safety	1,386	78.3%	11.9%	9.8%
Marketing and Regulatory Programs	1,956	77.4%	12.6%	10.0%
National Appeals Division	40	65.1%	25.8%	9.1%
Natural Resources and Environment	8,317	78.8%	11.0%	10.2%
Office of Budget & Program Analysis	32	87.5%	6.5%	6.1%
Office of Communications	32	87.4%	3.6%	9.0%
Office of the Assistant Secretary for Civil Rights	47	73.2%	9.5%	17.3%
Office of the Chief Economist	34	93.0%	3.7%	3.4%
Office of the Chief Financial Officer	228	73.7%	14.8%	11.5%
Office of the General Counsel	65	86.9%	4.1%	9.0%
Office of the Inspector General	94	76.4%	15.2%	8.4%
Office of the Secretary	24	83.5%	7.9%	8.6%
Research Education and Economics	2,339	79.4%	11.4%	9.2%
Rural Development	2,019	75.7%	13.5%	10.7%

## Department of Agriculture 1st Level Subagency Comparison Report

### My Supervisor (continued)

**49. My supervisor treats me with respect.**

	N	Positive	Neutral	Negative
Governmentwide	380,603	80.2%	10.6%	9.2%
<b>Department of Agriculture</b>	<b>19,851</b>	<b>82.6%</b>	<b>9.7%</b>	<b>7.7%</b>
Departmental Management	378	79.7%	12.3%	8.0%
Farm and Foreign Agriculture Services	2,349	83.2%	9.7%	7.2%
Food Nutrition and Consumer Services	551	83.0%	8.9%	8.2%
Food Safety	1,382	82.0%	9.8%	8.2%
Marketing and Regulatory Programs	1,951	82.2%	10.4%	7.4%
National Appeals Division	40	74.4%	20.3%	5.4%
Natural Resources and Environment	8,298	82.8%	9.5%	7.7%
Office of Budget & Program Analysis	33	91.3%	5.8%	2.9%
Office of Communications	31	87.2%	7.2%	5.6%
Office of the Assistant Secretary for Civil Rights	47	78.8%	8.2%	12.9%
Office of the Chief Economist	33	97.0%	3.0%	0.0%
Office of the Chief Financial Officer	228	80.8%	8.0%	11.3%
Office of the General Counsel	65	90.6%	4.3%	5.1%
Office of the Inspector General	93	82.1%	14.2%	3.7%
Office of the Secretary	23	82.5%	4.1%	13.4%
Research Education and Economics	2,331	84.0%	9.1%	6.9%
Rural Development	2,016	81.4%	10.4%	8.2%

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### My Supervisor (continued)

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	380,812	77.3%	10.3%	12.4%
<b>Department of Agriculture</b>	<b>19,857</b>	<b>86.0%</b>	<b>6.8%</b>	<b>7.1%</b>
Departmental Management	380	86.6%	7.4%	6.0%
Farm and Foreign Agriculture Services	2,343	83.4%	7.3%	9.3%
Food Nutrition and Consumer Services	552	91.3%	3.3%	5.5%
Food Safety	1,384	83.9%	8.9%	7.2%
Marketing and Regulatory Programs	1,949	87.0%	6.9%	6.1%
National Appeals Division	40	85.3%	14.7%	0.0%
Natural Resources and Environment	8,299	85.7%	6.5%	7.8%
Office of Budget & Program Analysis	32	85.2%	5.8%	9.1%
Office of Communications	32	87.5%	9.8%	2.6%
Office of the Assistant Secretary for Civil Rights	47	70.6%	16.7%	12.7%
Office of the Chief Economist	34	94.3%	2.9%	2.9%
Office of the Chief Financial Officer	228	89.4%	6.2%	4.4%
Office of the General Counsel	65	100.0%	0.0%	0.0%
Office of the Inspector General	93	86.0%	4.7%	9.3%
Office of the Secretary	24	80.0%	16.2%	3.8%
Research Education and Economics	2,332	89.7%	6.5%	3.8%
Rural Development	2,021	83.8%	7.8%	8.5%

## Department of Agriculture

### *1st Level Subagency Comparison Report*

#### My Supervisor (continued)

*51. I have trust and confidence in my supervisor.*

	N	Positive	Neutral	Negative
Governmentwide	380,967	65.4%	17.2%	17.4%
<b>Department of Agriculture</b>	<b>19,857</b>	<b>67.8%</b>	<b>16.1%</b>	<b>16.0%</b>
Departmental Management	379	63.8%	16.8%	19.4%
Farm and Foreign Agriculture Services	2,348	68.5%	15.2%	16.3%
Food Nutrition and Consumer Services	554	65.7%	16.7%	17.6%
Food Safety	1,386	65.9%	18.5%	15.5%
Marketing and Regulatory Programs	1,950	66.8%	16.8%	16.4%
National Appeals Division	40	49.5%	28.4%	22.1%
Natural Resources and Environment	8,298	68.4%	15.3%	16.3%
Office of Budget & Program Analysis	33	78.4%	3.9%	17.7%
Office of Communications	32	64.1%	14.0%	21.9%
Office of the Assistant Secretary for Civil Rights	47	61.8%	21.0%	17.1%
Office of the Chief Economist	34	83.8%	10.0%	6.2%
Office of the Chief Financial Officer	227	64.9%	21.4%	13.8%
Office of the General Counsel	64	76.7%	8.0%	15.3%
Office of the Inspector General	94	68.6%	16.7%	14.7%
Office of the Secretary	24	78.7%	12.7%	8.6%
Research Education and Economics	2,327	70.5%	15.7%	13.8%
Rural Development	2,018	65.3%	19.1%	15.6%

## Department of Agriculture 1st Level Subagency Comparison Report

### My Supervisor (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	381,129	68.9%	18.6%	12.5%
<b>Department of Agriculture</b>	<b>19,867</b>	<b>70.5%</b>	<b>18.6%</b>	<b>10.9%</b>
Departmental Management	379	66.3%	21.9%	11.8%
Farm and Foreign Agriculture Services	2,350	71.9%	17.6%	10.5%
Food Nutrition and Consumer Services	553	69.6%	20.4%	10.0%
Food Safety	1,385	70.1%	19.7%	10.2%
Marketing and Regulatory Programs	1,949	70.1%	18.8%	11.1%
National Appeals Division	40	51.8%	37.8%	10.4%
Natural Resources and Environment	8,303	70.0%	18.4%	11.6%
Office of Budget & Program Analysis	32	81.8%	12.4%	5.8%
Office of Communications	32	70.7%	13.6%	15.7%
Office of the Assistant Secretary for Civil Rights	47	64.1%	24.9%	11.0%
Office of the Chief Economist	34	96.6%	3.4%	0.0%
Office of the Chief Financial Officer	227	64.4%	21.8%	13.7%
Office of the General Counsel	65	79.8%	13.0%	7.2%
Office of the Inspector General	94	72.7%	23.9%	3.4%
Office of the Secretary	24	92.1%	4.0%	3.8%
Research Education and Economics	2,330	74.6%	17.0%	8.5%
Rural Development	2,021	69.9%	19.0%	11.0%

## Department of Agriculture

### 1st Level Subagency Comparison Report

## Leadership

53. *In my organization, senior leaders generate high levels of motivation and commitment in the workforce.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,179	37.5%	25.2%	37.3%	6,901
<b>Department of Agriculture</b>	<b>19,469</b>	<b>31.0%</b>	<b>27.6%</b>	<b>41.4%</b>	<b>370</b>
Departmental Management	371	39.3%	23.6%	37.2%	9
Farm and Foreign Agriculture Services	2,311	33.7%	29.5%	36.9%	38
Food Nutrition and Consumer Services	543	45.9%	20.5%	33.6%	10
Food Safety	1,336	36.0%	30.5%	33.5%	43
Marketing and Regulatory Programs	1,912	35.5%	28.2%	36.3%	38
National Appeals Division	37	48.4%	27.3%	24.3%	3
Natural Resources and Environment	8,151	26.8%	26.9%	46.3%	132
Office of Budget & Program Analysis	33	25.0%	15.7%	59.3%	0
Office of Communications	31	36.7%	17.6%	45.7%	0
Office of the Assistant Secretary for Civil Rights	46	35.5%	26.2%	38.3%	1
Office of the Chief Economist	33	74.6%	9.5%	15.8%	0
Office of the Chief Financial Officer	224	39.0%	29.1%	31.8%	4
Office of the General Counsel	64	28.4%	18.7%	52.9%	1
Office of the Inspector General	90	33.9%	24.4%	41.7%	1
Office of the Secretary	24	78.7%	17.5%	3.8%	0
Research Education and Economics	2,272	33.6%	29.3%	37.2%	59
Rural Development	1,989	32.2%	27.4%	40.4%	31

# Department of Agriculture

## 1st Level Subagency Comparison Report

### Leadership (continued)

54. *My organization's senior leaders maintain high standards of honesty and integrity.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,007	49.5%	25.5%	25.0%	22,553
<b>Department of Agriculture</b>	<b>18,545</b>	<b>43.9%</b>	<b>30.0%</b>	<b>26.1%</b>	<b>1,281</b>
Departmental Management	352	49.6%	26.9%	23.6%	25
Farm and Foreign Agriculture Services	2,231	47.4%	29.1%	23.5%	119
Food Nutrition and Consumer Services	515	49.0%	26.4%	24.6%	35
Food Safety	1,272	43.7%	32.7%	23.6%	106
Marketing and Regulatory Programs	1,813	46.1%	30.1%	23.8%	137
National Appeals Division	36	65.1%	19.4%	15.5%	4
Natural Resources and Environment	7,748	41.1%	30.0%	28.9%	533
Office of Budget & Program Analysis	32	67.3%	13.3%	19.3%	0
Office of Communications	29	42.1%	14.6%	43.3%	2
Office of the Assistant Secretary for Civil Rights	47	37.6%	18.4%	44.0%	0
Office of the Chief Economist	32	86.3%	3.9%	9.8%	1
Office of the Chief Financial Officer	216	46.3%	30.8%	22.9%	11
Office of the General Counsel	59	39.1%	34.8%	26.1%	6
Office of the Inspector General	85	52.8%	22.3%	24.8%	5
Office of the Secretary	23	81.8%	9.1%	9.1%	1
Research Education and Economics	2,127	50.5%	30.6%	18.8%	201
Rural Development	1,926	42.3%	30.3%	27.4%	95



## Department of Agriculture

### 1st Level Subagency Comparison Report

#### Leadership (continued)

**55. Supervisors work well with employees of different backgrounds.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,441	63.1%	22.9%	14.0%	21,209
<b>Department of Agriculture</b>	<b>18,712</b>	<b>63.5%</b>	<b>24.5%</b>	<b>12.0%</b>	<b>970</b>
Departmental Management	350	60.8%	27.1%	12.1%	23
Farm and Foreign Agriculture Services	2,230	63.8%	24.7%	11.5%	100
Food Nutrition and Consumer Services	516	64.7%	22.2%	13.0%	28
Food Safety	1,309	61.1%	27.5%	11.5%	68
Marketing and Regulatory Programs	1,816	64.0%	23.7%	12.3%	116
National Appeals Division	35	65.7%	27.8%	6.4%	5
Natural Resources and Environment	7,814	63.2%	24.6%	12.3%	394
Office of Budget & Program Analysis	32	67.6%	20.1%	12.3%	1
Office of Communications	30	52.8%	36.7%	10.6%	1
Office of the Assistant Secretary for Civil Rights	45	54.1%	23.6%	22.3%	2
Office of the Chief Economist	31	82.6%	7.2%	10.2%	2
Office of the Chief Financial Officer	221	66.8%	22.3%	11.0%	5
Office of the General Counsel	59	79.9%	15.3%	4.9%	3
Office of the Inspector General	87	66.4%	18.6%	15.1%	2
Office of the Secretary	24	79.2%	17.0%	3.8%	0
Research Education and Economics	2,193	67.8%	22.3%	9.9%	127
Rural Development	1,918	60.8%	25.6%	13.6%	93

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### Leadership (continued)

**56. Managers communicate the goals and priorities of the organization.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,472	58.2%	21.5%	20.3%	4,914
<b>Department of Agriculture</b>	<b>19,517</b>	<b>55.6%</b>	<b>24.1%</b>	<b>20.2%</b>	<b>237</b>
Departmental Management	373	52.6%	25.2%	22.1%	4
Farm and Foreign Agriculture Services	2,317	57.1%	24.2%	18.6%	21
Food Nutrition and Consumer Services	545	67.8%	18.1%	14.2%	4
Food Safety	1,345	59.9%	25.5%	14.6%	31
Marketing and Regulatory Programs	1,918	59.1%	22.9%	18.1%	22
National Appeals Division	38	74.6%	15.1%	10.3%	2
Natural Resources and Environment	8,174	52.3%	24.6%	23.1%	81
Office of Budget & Program Analysis	33	64.7%	17.6%	17.7%	0
Office of Communications	30	43.9%	24.0%	32.0%	1
Office of the Assistant Secretary for Civil Rights	47	57.8%	23.1%	19.1%	0
Office of the Chief Economist	33	83.7%	9.9%	6.4%	0
Office of the Chief Financial Officer	224	61.9%	24.4%	13.7%	1
Office of the General Counsel	63	62.6%	20.6%	16.8%	1
Office of the Inspector General	89	65.7%	16.5%	17.8%	0
Office of the Secretary	23	91.9%	4.0%	4.0%	1
Research Education and Economics	2,270	56.4%	25.5%	18.1%	47
Rural Development	1,993	60.9%	21.4%	17.7%	21

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### Leadership (continued)

57. *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	351,864	58.0%	25.2%	16.8%	25,427
<b>Department of Agriculture</b>	<b>18,557</b>	<b>55.2%</b>	<b>28.1%</b>	<b>16.6%</b>	<b>1,197</b>
Departmental Management	355	56.6%	26.5%	16.9%	22
Farm and Foreign Agriculture Services	2,241	56.8%	26.8%	16.5%	99
Food Nutrition and Consumer Services	510	63.1%	24.6%	12.3%	38
Food Safety	1,248	54.9%	33.1%	12.0%	126
Marketing and Regulatory Programs	1,805	56.2%	28.1%	15.7%	136
National Appeals Division	33	67.7%	32.3%	0.0%	7
Natural Resources and Environment	7,794	53.3%	27.8%	18.9%	454
Office of Budget & Program Analysis	32	53.4%	25.1%	21.5%	0
Office of Communications	29	31.7%	40.3%	28.0%	2
Office of the Assistant Secretary for Civil Rights	43	53.9%	32.0%	14.1%	4
Office of the Chief Economist	32	77.3%	16.3%	6.4%	1
Office of the Chief Financial Officer	211	59.6%	27.3%	13.1%	17
Office of the General Counsel	61	60.4%	24.5%	15.0%	4
Office of the Inspector General	83	62.8%	27.7%	9.5%	7
Office of the Secretary	23	91.9%	4.0%	4.0%	1
Research Education and Economics	2,134	56.3%	29.5%	14.2%	185
Rural Development	1,921	60.7%	25.8%	13.5%	94

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### Leadership (continued)

58. *Managers promote communication among different work units (for example, about projects, goals, needed resources).*

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,473	49.9%	23.9%	26.2%	13,214
<b>Department of Agriculture</b>	<b>19,190</b>	<b>47.3%</b>	<b>26.1%</b>	<b>26.5%</b>	<b>591</b>
Departmental Management	372	46.8%	26.7%	26.5%	7
Farm and Foreign Agriculture Services	2,288	50.3%	24.7%	25.0%	47
Food Nutrition and Consumer Services	541	49.9%	22.3%	27.8%	10
Food Safety	1,292	48.3%	31.5%	20.3%	84
Marketing and Regulatory Programs	1,879	48.7%	25.4%	25.9%	66
National Appeals Division	37	56.3%	30.2%	13.5%	3
Natural Resources and Environment	8,063	46.7%	25.3%	27.9%	202
Office of Budget & Program Analysis	33	39.8%	23.0%	37.2%	0
Office of Communications	30	47.6%	24.5%	28.0%	1
Office of the Assistant Secretary for Civil Rights	46	46.5%	27.8%	25.7%	1
Office of the Chief Economist	33	71.7%	18.7%	9.5%	0
Office of the Chief Financial Officer	218	50.9%	23.7%	25.4%	10
Office of the General Counsel	62	54.3%	24.6%	21.1%	3
Office of the Inspector General	86	52.4%	20.9%	26.8%	4
Office of the Secretary	22	86.9%	8.8%	4.2%	2
Research Education and Economics	2,223	45.1%	28.1%	26.8%	99
Rural Development	1,963	46.5%	27.4%	26.1%	52

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### Leadership (continued)

59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,241	53.5%	24.0%	22.5%	13,338
<b>Department of Agriculture</b>	<b>19,153</b>	<b>53.3%</b>	<b>25.1%</b>	<b>21.6%</b>	<b>612</b>
Departmental Management	370	52.3%	25.1%	22.6%	10
Farm and Foreign Agriculture Services	2,291	52.9%	23.5%	23.5%	46
Food Nutrition and Consumer Services	532	51.2%	25.6%	23.2%	16
Food Safety	1,287	49.4%	31.5%	19.1%	91
Marketing and Regulatory Programs	1,875	55.5%	23.5%	21.1%	67
National Appeals Division	37	54.1%	31.8%	14.2%	3
Natural Resources and Environment	8,042	54.1%	24.4%	21.4%	211
Office of Budget & Program Analysis	33	56.1%	13.9%	30.0%	0
Office of Communications	30	45.4%	23.5%	31.1%	1
Office of the Assistant Secretary for Civil Rights	44	51.1%	26.5%	22.4%	2
Office of the Chief Economist	33	83.7%	10.2%	6.1%	0
Office of the Chief Financial Officer	215	52.0%	25.0%	22.9%	10
Office of the General Counsel	62	59.5%	21.2%	19.3%	3
Office of the Inspector General	85	47.3%	25.5%	27.2%	5
Office of the Secretary	22	91.5%	4.2%	4.2%	2
Research Education and Economics	2,244	55.2%	25.0%	19.8%	82
Rural Development	1,949	46.8%	27.4%	25.8%	63

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### Leadership (continued)

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	355,344	56.0%	24.5%	19.4%	22,457
<b>Department of Agriculture</b>	<b>18,597</b>	<b>53.3%</b>	<b>27.8%</b>	<b>18.9%</b>	<b>1,203</b>
Departmental Management	358	59.4%	23.9%	16.8%	22
Farm and Foreign Agriculture Services	2,216	55.8%	26.5%	17.7%	130
Food Nutrition and Consumer Services	517	62.3%	21.1%	16.6%	34
Food Safety	1,265	56.3%	26.6%	17.1%	116
Marketing and Regulatory Programs	1,819	54.3%	26.3%	19.4%	127
National Appeals Division	34	63.7%	22.9%	13.4%	5
Natural Resources and Environment	7,846	50.8%	29.3%	19.9%	417
Office of Budget & Program Analysis	33	69.0%	25.4%	5.6%	0
Office of Communications	30	48.0%	23.4%	28.6%	1
Office of the Assistant Secretary for Civil Rights	43	46.9%	32.3%	20.8%	3
Office of the Chief Economist	32	83.2%	16.8%	0.0%	1
Office of the Chief Financial Officer	221	59.0%	29.0%	12.0%	6
Office of the General Counsel	61	61.2%	26.7%	12.1%	4
Office of the Inspector General	87	65.9%	17.8%	16.3%	4
Office of the Secretary	21	95.6%	0.0%	4.4%	3
Research Education and Economics	2,154	57.5%	25.8%	16.7%	169
Rural Development	1,858	49.4%	28.6%	22.0%	161

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,771	50.1%	25.1%	24.9%	5,069
<b>Department of Agriculture</b>	<b>19,523</b>	<b>43.9%</b>	<b>28.4%</b>	<b>27.7%</b>	<b>276</b>
Departmental Management	375	52.4%	23.6%	24.0%	5
Farm and Foreign Agriculture Services	2,310	46.8%	27.8%	25.4%	31
Food Nutrition and Consumer Services	543	51.9%	26.3%	21.7%	7
Food Safety	1,357	49.1%	29.5%	21.5%	25
Marketing and Regulatory Programs	1,927	48.3%	27.3%	24.4%	20
National Appeals Division	39	50.9%	27.0%	22.1%	1
Natural Resources and Environment	8,173	39.4%	28.9%	31.6%	97
Office of Budget & Program Analysis	33	57.7%	28.1%	14.2%	0
Office of Communications	31	49.9%	28.5%	21.6%	0
Office of the Assistant Secretary for Civil Rights	47	41.5%	31.7%	26.8%	0
Office of the Chief Economist	30	86.1%	7.1%	6.7%	1
Office of the Chief Financial Officer	225	57.7%	24.3%	17.9%	2
Office of the General Counsel	65	35.8%	31.1%	33.2%	0
Office of the Inspector General	90	50.5%	22.3%	27.2%	0
Office of the Secretary	24	83.5%	12.7%	3.8%	0
Research Education and Economics	2,265	47.4%	28.5%	24.1%	58
Rural Development	1,987	44.5%	29.9%	25.6%	29

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### Leadership (continued)

**62. Senior leaders demonstrate support for Work/Life programs.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	342,150	52.3%	28.3%	19.4%	35,524
<b>Department of Agriculture</b>	<b>18,077</b>	<b>55.2%</b>	<b>29.9%</b>	<b>15.0%</b>	<b>1,718</b>
Departmental Management	351	58.5%	25.8%	15.7%	27
Farm and Foreign Agriculture Services	2,168	55.0%	30.5%	14.5%	173
Food Nutrition and Consumer Services	513	64.5%	22.6%	12.9%	37
Food Safety	1,222	46.1%	35.2%	18.7%	156
Marketing and Regulatory Programs	1,761	59.1%	28.0%	12.9%	186
National Appeals Division	37	64.6%	27.0%	8.4%	3
Natural Resources and Environment	7,551	54.7%	30.2%	15.1%	717
Office of Budget & Program Analysis	33	25.7%	19.2%	55.1%	0
Office of Communications	28	64.9%	15.6%	19.5%	3
Office of the Assistant Secretary for Civil Rights	45	65.2%	26.3%	8.5%	2
Office of the Chief Economist	31	70.2%	16.4%	13.4%	1
Office of the Chief Financial Officer	211	57.1%	30.0%	12.9%	15
Office of the General Counsel	60	42.5%	26.1%	31.4%	5
Office of the Inspector General	87	71.6%	18.6%	9.8%	3
Office of the Secretary	21	73.5%	17.2%	9.2%	3
Research Education and Economics	2,054	58.6%	29.7%	11.7%	269
Rural Development	1,902	53.4%	27.8%	18.8%	118



# Department of Agriculture

## 1st Level Subagency Comparison Report

### My Satisfaction

**63. How satisfied are you with your involvement in decisions that affect your work?**

	N	Positive	Neutral	Negative
Governmentwide	375,988	48.4%	24.0%	27.6%
<b>Department of Agriculture</b>	<b>19,754</b>	<b>47.7%</b>	<b>25.0%</b>	<b>27.4%</b>
Departmental Management	380	45.1%	27.3%	27.5%
Farm and Foreign Agriculture Services	2,342	48.5%	25.3%	26.1%
Food Nutrition and Consumer Services	544	51.5%	24.3%	24.2%
Food Safety	1,379	47.6%	27.5%	24.8%
Marketing and Regulatory Programs	1,939	49.3%	23.6%	27.1%
National Appeals Division	40	64.7%	28.4%	6.9%
Natural Resources and Environment	8,244	46.5%	25.0%	28.6%
Office of Budget & Program Analysis	33	41.8%	32.9%	25.3%
Office of Communications	31	47.2%	33.9%	18.9%
Office of the Assistant Secretary for Civil Rights	47	43.0%	23.3%	33.7%
Office of the Chief Economist	33	91.2%	8.8%	0.0%
Office of the Chief Financial Officer	225	49.9%	24.9%	25.2%
Office of the General Counsel	64	49.2%	23.1%	27.7%
Office of the Inspector General	91	56.5%	21.3%	22.2%
Office of the Secretary	24	75.2%	13.4%	11.4%
Research Education and Economics	2,323	51.9%	23.1%	25.0%
Rural Development	2,013	44.3%	26.6%	29.1%

## Department of Agriculture

### *1st Level Subagency Comparison Report*

#### My Satisfaction (continued)

*64. How satisfied are you with the information you receive from management on what's going on in your organization?*

	N	Positive	Neutral	Negative
Governmentwide	375,120	45.6%	24.5%	29.9%
<b>Department of Agriculture</b>	<b>19,727</b>	<b>41.0%</b>	<b>26.4%</b>	<b>32.6%</b>
Departmental Management	380	47.5%	24.6%	27.8%
Farm and Foreign Agriculture Services	2,336	38.7%	25.6%	35.7%
Food Nutrition and Consumer Services	545	49.8%	24.1%	26.1%
Food Safety	1,376	44.0%	28.7%	27.4%
Marketing and Regulatory Programs	1,939	47.6%	25.5%	26.9%
National Appeals Division	40	51.1%	29.3%	19.7%
Natural Resources and Environment	8,227	37.8%	26.7%	35.6%
Office of Budget & Program Analysis	33	35.3%	28.6%	36.1%
Office of Communications	31	36.5%	33.6%	29.9%
Office of the Assistant Secretary for Civil Rights	46	49.1%	25.4%	25.5%
Office of the Chief Economist	33	84.6%	9.0%	6.4%
Office of the Chief Financial Officer	224	45.9%	26.1%	28.0%
Office of the General Counsel	65	44.7%	27.6%	27.6%
Office of the Inspector General	91	57.3%	22.2%	20.5%
Office of the Secretary	24	70.4%	21.0%	8.6%
Research Education and Economics	2,314	42.9%	26.9%	30.3%
Rural Development	2,021	41.3%	25.7%	33.0%

## Department of Agriculture

### *1st Level Subagency Comparison Report*

#### My Satisfaction (continued)

65. *How satisfied are you with the recognition you receive for doing a good job?*

	N	Positive	Neutral	Negative
Governmentwide	373,823	44.6%	24.5%	31.0%
<b>Department of Agriculture</b>	<b>19,639</b>	<b>43.8%</b>	<b>25.9%</b>	<b>30.3%</b>
Departmental Management	377	46.6%	26.1%	27.3%
Farm and Foreign Agriculture Services	2,326	42.8%	26.1%	31.1%
Food Nutrition and Consumer Services	544	50.2%	23.8%	26.0%
Food Safety	1,376	45.2%	26.0%	28.7%
Marketing and Regulatory Programs	1,932	48.3%	22.0%	29.7%
National Appeals Division	39	44.9%	26.4%	28.7%
Natural Resources and Environment	8,188	41.5%	26.5%	32.0%
Office of Budget & Program Analysis	33	53.4%	16.0%	30.6%
Office of Communications	31	49.0%	24.9%	26.0%
Office of the Assistant Secretary for Civil Rights	46	37.9%	38.8%	23.3%
Office of the Chief Economist	32	80.6%	2.8%	16.7%
Office of the Chief Financial Officer	222	50.3%	24.2%	25.5%
Office of the General Counsel	65	56.2%	16.2%	27.6%
Office of the Inspector General	91	48.1%	26.3%	25.5%
Office of the Secretary	24	69.8%	8.9%	21.3%
Research Education and Economics	2,307	49.9%	25.9%	24.2%
Rural Development	2,004	37.0%	28.7%	34.3%

## Department of Agriculture

### *1st Level Subagency Comparison Report*

#### My Satisfaction (continued)

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
Governmentwide	374,396	39.6%	30.4%	30.0%
<b>Department of Agriculture</b>	<b>19,678</b>	<b>32.7%</b>	<b>34.4%</b>	<b>32.8%</b>
Departmental Management	377	41.0%	26.1%	32.9%
Farm and Foreign Agriculture Services	2,330	35.4%	35.1%	29.6%
Food Nutrition and Consumer Services	544	39.9%	30.3%	29.8%
Food Safety	1,375	37.0%	35.4%	27.6%
Marketing and Regulatory Programs	1,927	38.4%	32.4%	29.2%
National Appeals Division	40	47.9%	33.2%	18.8%
Natural Resources and Environment	8,215	28.6%	35.1%	36.3%
Office of Budget & Program Analysis	33	29.0%	40.7%	30.3%
Office of Communications	31	32.6%	28.2%	39.2%
Office of the Assistant Secretary for Civil Rights	47	37.3%	29.7%	33.0%
Office of the Chief Economist	33	84.8%	5.7%	9.5%
Office of the Chief Financial Officer	223	37.6%	35.6%	26.8%
Office of the General Counsel	64	31.1%	32.0%	36.9%
Office of the Inspector General	89	41.5%	27.5%	30.9%
Office of the Secretary	23	73.7%	22.3%	4.0%
Research Education and Economics	2,315	35.7%	34.9%	29.4%
Rural Development	2,010	33.9%	35.1%	31.0%

## Department of Agriculture

### *1st Level Subagency Comparison Report*

#### My Satisfaction (continued)

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
Governmentwide	374,391	33.1%	28.1%	38.8%
<b>Department of Agriculture</b>	<b>19,712</b>	<b>34.1%</b>	<b>29.1%</b>	<b>36.7%</b>
Departmental Management	379	34.7%	27.9%	37.3%
Farm and Foreign Agriculture Services	2,336	30.9%	32.2%	36.9%
Food Nutrition and Consumer Services	546	38.3%	23.5%	38.2%
Food Safety	1,375	43.1%	30.0%	26.8%
Marketing and Regulatory Programs	1,935	32.3%	27.5%	40.3%
National Appeals Division	40	29.7%	37.2%	33.1%
Natural Resources and Environment	8,221	35.0%	29.1%	36.0%
Office of Budget & Program Analysis	33	39.0%	15.3%	45.7%
Office of Communications	31	30.8%	32.5%	36.7%
Office of the Assistant Secretary for Civil Rights	46	29.8%	22.9%	47.3%
Office of the Chief Economist	32	74.9%	8.8%	16.3%
Office of the Chief Financial Officer	223	40.4%	24.1%	35.6%
Office of the General Counsel	65	37.5%	24.9%	37.5%
Office of the Inspector General	89	36.4%	27.6%	36.0%
Office of the Secretary	24	61.8%	21.2%	17.0%
Research Education and Economics	2,322	30.0%	31.7%	38.2%
Rural Development	2,013	25.9%	27.7%	46.4%

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### My Satisfaction (continued)

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
Governmentwide	374,483	49.8%	24.3%	25.9%
<b>Department of Agriculture</b>	<b>19,703</b>	<b>49.6%</b>	<b>25.6%</b>	<b>24.8%</b>
Departmental Management	378	40.9%	27.4%	31.6%
Farm and Foreign Agriculture Services	2,332	37.5%	27.6%	34.9%
Food Nutrition and Consumer Services	544	44.6%	28.9%	26.5%
Food Safety	1,377	57.3%	22.9%	19.8%
Marketing and Regulatory Programs	1,934	53.4%	25.0%	21.6%
National Appeals Division	39	71.6%	21.2%	7.2%
Natural Resources and Environment	8,220	51.1%	24.6%	24.3%
Office of Budget & Program Analysis	33	43.0%	22.6%	34.4%
Office of Communications	31	35.1%	23.6%	41.3%
Office of the Assistant Secretary for Civil Rights	47	49.9%	26.3%	23.8%
Office of the Chief Economist	33	87.6%	12.4%	0.0%
Office of the Chief Financial Officer	225	52.5%	23.1%	24.3%
Office of the General Counsel	64	46.9%	26.4%	26.7%
Office of the Inspector General	90	59.3%	19.4%	21.3%
Office of the Secretary	24	55.3%	40.9%	3.8%
Research Education and Economics	2,318	49.0%	29.9%	21.1%
Rural Development	2,012	38.8%	28.5%	32.7%

## Department of Agriculture

### *1st Level Subagency Comparison Report*

#### My Satisfaction (continued)

69. *Considering everything, how satisfied are you with your job?*

	N	Positive	Neutral	Negative
Governmentwide	374,286	64.1%	18.6%	17.3%
<b>Department of Agriculture</b>	<b>19,693</b>	<b>65.4%</b>	<b>18.6%</b>	<b>16.0%</b>
Departmental Management	379	58.7%	22.8%	18.5%
Farm and Foreign Agriculture Services	2,337	64.4%	20.5%	15.1%
Food Nutrition and Consumer Services	546	66.6%	20.4%	13.0%
Food Safety	1,377	69.2%	16.9%	13.9%
Marketing and Regulatory Programs	1,933	67.1%	18.0%	14.9%
National Appeals Division	38	84.6%	7.5%	7.8%
Natural Resources and Environment	8,207	64.1%	18.7%	17.3%
Office of Budget & Program Analysis	33	43.5%	38.3%	18.2%
Office of Communications	31	70.1%	3.9%	26.0%
Office of the Assistant Secretary for Civil Rights	47	54.5%	26.9%	18.6%
Office of the Chief Economist	33	90.1%	6.1%	3.8%
Office of the Chief Financial Officer	223	72.2%	13.1%	14.6%
Office of the General Counsel	65	72.2%	13.5%	14.3%
Office of the Inspector General	90	67.6%	16.8%	15.6%
Office of the Secretary	24	83.5%	12.7%	3.8%
Research Education and Economics	2,317	67.8%	17.7%	14.5%
Rural Development	2,011	64.3%	20.6%	15.1%

## Department of Agriculture

### *1st Level Subagency Comparison Report*

#### My Satisfaction (continued)

70. *Considering everything, how satisfied are you with your pay?*

	N	Positive	Neutral	Negative
Governmentwide	374,805	55.8%	17.9%	26.3%
<b>Department of Agriculture</b>	<b>19,718</b>	<b>56.6%</b>	<b>18.4%</b>	<b>25.0%</b>
Departmental Management	379	64.6%	13.3%	22.2%
Farm and Foreign Agriculture Services	2,335	59.6%	17.4%	23.0%
Food Nutrition and Consumer Services	545	59.1%	19.8%	21.1%
Food Safety	1,373	59.4%	18.5%	22.1%
Marketing and Regulatory Programs	1,942	55.4%	18.0%	26.5%
National Appeals Division	40	59.4%	20.2%	20.5%
Natural Resources and Environment	8,225	55.7%	18.8%	25.5%
Office of Budget & Program Analysis	30	60.1%	9.8%	30.1%
Office of Communications	31	62.5%	17.4%	20.2%
Office of the Assistant Secretary for Civil Rights	47	56.8%	17.0%	26.2%
Office of the Chief Economist	33	63.6%	20.9%	15.5%
Office of the Chief Financial Officer	223	62.3%	16.6%	21.1%
Office of the General Counsel	64	58.5%	15.8%	25.7%
Office of the Inspector General	90	78.6%	7.2%	14.2%
Office of the Secretary	24	26.5%	35.0%	38.6%
Research Education and Economics	2,318	53.7%	18.4%	27.9%
Rural Development	2,017	56.8%	18.3%	24.9%



# Department of Agriculture

## 1st Level Subagency Comparison Report

### My Satisfaction (continued)

#### 71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	375,127	54.5%	22.8%	22.7%
<b>Department of Agriculture</b>	<b>19,732</b>	<b>51.3%</b>	<b>24.4%</b>	<b>24.3%</b>
Departmental Management	379	51.1%	25.3%	23.5%
Farm and Foreign Agriculture Services	2,334	50.8%	25.2%	24.0%
Food Nutrition and Consumer Services	544	57.7%	24.7%	17.7%
Food Safety	1,379	55.9%	24.0%	20.1%
Marketing and Regulatory Programs	1,941	55.4%	23.8%	20.8%
National Appeals Division	40	73.9%	14.0%	12.1%
Natural Resources and Environment	8,228	48.3%	24.7%	27.0%
Office of Budget & Program Analysis	32	38.8%	36.6%	24.6%
Office of Communications	31	36.2%	28.0%	35.7%
Office of the Assistant Secretary for Civil Rights	47	34.8%	30.0%	35.2%
Office of the Chief Economist	32	86.3%	7.5%	6.2%
Office of the Chief Financial Officer	224	62.7%	19.4%	17.9%
Office of the General Counsel	65	60.4%	21.8%	17.8%
Office of the Inspector General	90	56.3%	22.7%	21.0%
Office of the Secretary	24	79.2%	17.0%	3.8%
Research Education and Economics	2,322	54.2%	23.9%	21.9%
Rural Development	2,018	51.1%	25.8%	23.0%

# Department of Agriculture

## 1st Level Subagency Comparison Report

### Work/Life

#### 72. Have you been notified whether or not you are eligible to telework?

	N	Yes, Notified Eligible	Yes, Notified Not Eligible	No, Not Notified	Not Sure Notified
Governmentwide	374,027	35.7%	21.2%	32.8%	10.3%
<b>Department of Agriculture</b>	<b>19,720</b>	<b>71.5%</b>	<b>15.1%</b>	<b>7.9%</b>	<b>5.5%</b>
Departmental Management	380	91.5%	5.2%	2.0%	1.3%
Farm and Foreign Agriculture Services	2,338	53.5%	22.7%	13.8%	9.9%
Food Nutrition and Consumer Services	546	95.7%	1.5%	1.4%	1.4%
Food Safety	1,372	29.9%	29.9%	28.7%	11.4%
Marketing and Regulatory Programs	1,933	78.9%	14.7%	3.4%	2.9%
National Appeals Division	40	100.0%	0.0%	0.0%	0.0%
Natural Resources and Environment	8,232	73.6%	13.8%	6.9%	5.7%
Office of Budget & Program Analysis	33	79.0%	18.0%	3.0%	0.0%
Office of Communications	31	75.2%	7.8%	10.5%	6.5%
Office of the Assistant Secretary for Civil Rights	47	94.3%	5.7%	0.0%	0.0%
Office of the Chief Economist	32	75.6%	14.8%	0.0%	9.7%
Office of the Chief Financial Officer	224	77.2%	20.4%	1.5%	0.9%
Office of the General Counsel	65	88.5%	4.4%	1.7%	5.4%
Office of the Inspector General	90	95.3%	3.7%	0.6%	0.4%
Office of the Secretary	24	73.3%	7.0%	8.6%	11.0%
Research Education and Economics	2,315	78.9%	13.2%	3.8%	4.1%
Rural Development	2,016	86.0%	7.7%	3.6%	2.7%

# Department of Agriculture

## 1st Level Subagency Comparison Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	N	3+ Days Per Week	1-2 Days Per Week	Telework	
				No More Than 1-2 Days Per Month	Infrequently
Governmentwide	368,971	4.0%	10.3%	4.4%	10.9%
<b>Department of Agriculture</b>	<b>19,623</b>	<b>5.3%</b>	<b>15.6%</b>	<b>7.4%</b>	<b>21.8%</b>
Departmental Management	379	4.3%	44.5%	8.3%	18.3%
Farm and Foreign Agriculture Services	2,290	5.6%	16.7%	6.2%	14.8%
Food Nutrition and Consumer Services	547	20.6%	41.0%	6.4%	17.4%
Food Safety	1,361	2.5%	10.1%	5.5%	7.1%
Marketing and Regulatory Programs	1,925	12.8%	24.5%	5.4%	19.2%
National Appeals Division	40	42.4%	31.3%	4.9%	18.7%
Natural Resources and Environment	8,215	4.2%	10.3%	7.6%	27.7%
Office of Budget & Program Analysis	33	0.0%	0.0%	0.0%	37.1%
Office of Communications	31	9.7%	33.4%	7.0%	23.4%
Office of the Assistant Secretary for Civil Rights	47	0.0%	45.4%	9.2%	33.6%
Office of the Chief Economist	32	0.0%	3.2%	4.0%	28.0%
Office of the Chief Financial Officer	224	0.0%	20.2%	24.4%	8.2%
Office of the General Counsel	65	1.8%	46.7%	12.1%	17.6%
Office of the Inspector General	91	15.8%	32.6%	14.4%	22.2%
Office of the Secretary	24	0.0%	22.4%	7.5%	37.2%
Research Education and Economics	2,312	1.1%	18.4%	5.8%	19.0%
Rural Development	2,005	7.7%	20.2%	9.1%	17.9%

(continued)

# Department of Agriculture

## 1st Level Subagency Comparison Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

		Do Not Telework			
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	368,971	32.1%	5.2%	20.3%	12.9%
<b>Department of Agriculture</b>	<b>19,623</b>	<b>18.6%</b>	<b>5.0%</b>	<b>7.4%</b>	<b>18.9%</b>
Departmental Management	379	3.6%	1.9%	5.8%	13.3%
Farm and Foreign Agriculture Services	2,290	16.5%	6.3%	16.1%	17.8%
Food Nutrition and Consumer Services	547	1.2%	0.7%	2.5%	10.3%
Food Safety	1,361	59.7%	1.2%	6.4%	7.5%
Marketing and Regulatory Programs	1,925	16.5%	3.0%	6.5%	12.1%
National Appeals Division	40	0.0%	0.0%	0.0%	2.7%
Natural Resources and Environment	8,215	16.1%	6.2%	6.0%	21.8%
Office of Budget & Program Analysis	33	6.2%	6.1%	28.3%	22.2%
Office of Communications	31	8.8%	3.7%	10.5%	3.4%
Office of the Assistant Secretary for Civil Rights	47	0.0%	0.0%	5.7%	6.2%
Office of the Chief Economist	32	8.8%	5.6%	12.4%	38.0%
Office of the Chief Financial Officer	224	9.4%	5.2%	15.4%	17.3%
Office of the General Counsel	65	4.4%	0.0%	2.3%	15.2%
Office of the Inspector General	91	5.1%	1.3%	1.0%	7.7%
Office of the Secretary	24	15.9%	4.8%	8.6%	3.5%
Research Education and Economics	2,312	20.0%	5.6%	8.4%	21.6%
Rural Development	2,005	3.8%	5.3%	9.6%	26.3%

## Department of Agriculture

### *1st Level Subagency Comparison Report*

#### Work/Life (continued)

**74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)**

	N	Yes	No	Not Available To Me
Governmentwide	372,726	33.0%	45.2%	21.8%
<b>Department of Agriculture</b>	<b>19,608</b>	<b>42.3%</b>	<b>44.5%</b>	<b>13.2%</b>
Departmental Management	376	40.0%	38.7%	21.4%
Farm and Foreign Agriculture Services	2,321	62.7%	31.9%	5.4%
Food Nutrition and Consumer Services	543	67.7%	29.5%	2.7%
Food Safety	1,371	23.6%	35.5%	40.9%
Marketing and Regulatory Programs	1,922	34.3%	50.4%	15.3%
National Appeals Division	40	69.4%	30.6%	0.0%
Natural Resources and Environment	8,169	43.2%	46.3%	10.4%
Office of Budget & Program Analysis	33	28.2%	40.6%	31.2%
Office of Communications	31	56.2%	38.8%	5.0%
Office of the Assistant Secretary for Civil Rights	46	65.1%	32.5%	2.4%
Office of the Chief Economist	32	17.2%	65.9%	16.9%
Office of the Chief Financial Officer	224	60.7%	35.1%	4.2%
Office of the General Counsel	63	46.7%	45.7%	7.7%
Office of the Inspector General	90	43.5%	39.9%	16.6%
Office of the Secretary	24	27.8%	64.7%	7.5%
Research Education and Economics	2,312	29.1%	59.6%	11.3%
Rural Development	2,009	57.9%	33.1%	9.0%

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### Work/Life (continued)

75. *Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Yes	No	Not Available To Me
Governmentwide	371,495	28.0%	59.9%	12.2%
<b>Department of Agriculture</b>	<b>19,583</b>	<b>30.5%</b>	<b>55.2%</b>	<b>14.3%</b>
Departmental Management	379	16.2%	60.6%	23.2%
Farm and Foreign Agriculture Services	2,312	23.0%	58.2%	18.8%
Food Nutrition and Consumer Services	543	35.2%	51.9%	12.9%
Food Safety	1,356	15.2%	63.5%	21.3%
Marketing and Regulatory Programs	1,922	26.0%	60.6%	13.4%
National Appeals Division	39	22.5%	61.5%	16.0%
Natural Resources and Environment	8,178	38.3%	49.9%	11.8%
Office of Budget & Program Analysis	33	16.6%	74.9%	8.4%
Office of Communications	30	12.2%	85.4%	2.3%
Office of the Assistant Secretary for Civil Rights	47	40.3%	53.6%	6.2%
Office of the Chief Economist	32	24.8%	65.0%	10.3%
Office of the Chief Financial Officer	225	28.7%	66.4%	4.9%
Office of the General Counsel	65	19.1%	57.9%	23.0%
Office of the Inspector General	91	32.6%	43.9%	23.6%
Office of the Secretary	21	8.7%	91.3%	0.0%
Research Education and Economics	2,310	26.3%	61.6%	12.1%
Rural Development	1,998	18.1%	58.8%	23.1%

# Department of Agriculture

## 1st Level Subagency Comparison Report

### Work/Life (continued)

#### 76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	368,151	14.3%	80.3%	5.4%
<b>Department of Agriculture</b>	<b>19,397</b>	<b>18.7%</b>	<b>78.2%</b>	<b>3.1%</b>
Departmental Management	375	14.9%	80.2%	4.9%
Farm and Foreign Agriculture Services	2,289	16.4%	79.8%	3.8%
Food Nutrition and Consumer Services	539	19.7%	77.1%	3.2%
Food Safety	1,347	22.6%	73.8%	3.6%
Marketing and Regulatory Programs	1,898	18.1%	78.0%	4.0%
National Appeals Division	40	17.3%	80.1%	2.6%
Natural Resources and Environment	8,107	19.7%	77.9%	2.4%
Office of Budget & Program Analysis	33	9.3%	82.3%	8.4%
Office of Communications	31	3.4%	94.3%	2.3%
Office of the Assistant Secretary for Civil Rights	43	19.4%	73.8%	6.8%
Office of the Chief Economist	32	8.7%	81.0%	10.3%
Office of the Chief Financial Officer	219	17.4%	79.8%	2.8%
Office of the General Counsel	65	6.2%	89.6%	4.2%
Office of the Inspector General	89	15.3%	81.0%	3.7%
Office of the Secretary	20	4.9%	95.1%	0.0%
Research Education and Economics	2,276	15.6%	81.1%	3.3%
Rural Development	1,992	18.0%	78.3%	3.7%

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	372,753	3.9%	78.7%	17.4%
<b>Department of Agriculture</b>	<b>19,654</b>	<b>1.8%</b>	<b>75.2%</b>	<b>23.0%</b>
Departmental Management	379	2.8%	79.5%	17.8%
Farm and Foreign Agriculture Services	2,324	1.8%	74.8%	23.4%
Food Nutrition and Consumer Services	544	2.7%	73.6%	23.7%
Food Safety	1,367	2.8%	73.6%	23.6%
Marketing and Regulatory Programs	1,932	2.2%	80.7%	17.1%
National Appeals Division	40	0.0%	86.0%	14.0%
Natural Resources and Environment	8,207	1.4%	74.2%	24.4%
Office of Budget & Program Analysis	33	6.4%	85.2%	8.4%
Office of Communications	31	0.0%	94.3%	5.7%
Office of the Assistant Secretary for Civil Rights	47	2.1%	87.4%	10.5%
Office of the Chief Economist	32	0.0%	86.3%	13.7%
Office of the Chief Financial Officer	224	0.7%	72.6%	26.6%
Office of the General Counsel	64	2.3%	73.4%	24.3%
Office of the Inspector General	89	3.9%	66.9%	29.2%
Office of the Secretary	22	0.0%	95.6%	4.4%
Research Education and Economics	2,308	2.5%	77.9%	19.6%
Rural Development	2,009	1.2%	72.0%	26.8%



## Department of Agriculture

### *1st Level Subagency Comparison Report*

#### Work/Life (continued)

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	373,277	2.5%	79.8%	17.7%
<b>Department of Agriculture</b>	<b>19,654</b>	<b>1.7%</b>	<b>76.2%</b>	<b>22.1%</b>
Departmental Management	376	2.4%	78.2%	19.4%
Farm and Foreign Agriculture Services	2,322	2.8%	75.2%	22.0%
Food Nutrition and Consumer Services	541	2.1%	74.0%	23.9%
Food Safety	1,374	2.5%	75.3%	22.2%
Marketing and Regulatory Programs	1,932	2.6%	82.0%	15.4%
National Appeals Division	40	0.0%	86.0%	14.0%
Natural Resources and Environment	8,209	1.1%	75.6%	23.3%
Office of Budget & Program Analysis	33	3.2%	85.0%	11.8%
Office of Communications	31	0.0%	94.3%	5.7%
Office of the Assistant Secretary for Civil Rights	47	2.1%	91.8%	6.2%
Office of the Chief Economist	32	0.0%	86.7%	13.3%
Office of the Chief Financial Officer	225	2.1%	72.9%	24.9%
Office of the General Counsel	64	0.0%	70.6%	29.4%
Office of the Inspector General	91	0.8%	60.1%	39.1%
Office of the Secretary	21	0.0%	91.4%	8.6%
Research Education and Economics	2,307	1.6%	79.1%	19.3%
Rural Development	2,007	1.4%	71.6%	27.0%

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### Work/Life (continued)

79. How satisfied are you with the following Work/Life programs in your agency? Telework\*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	167,341	76.6%	14.0%	9.5%	7,571
<b>Department of Agriculture</b>	<b>10,334</b>	<b>75.1%</b>	<b>15.5%</b>	<b>9.4%</b>	<b>252</b>
Departmental Management	287	71.2%	15.2%	13.6%	3
Farm and Foreign Agriculture Services	954	72.8%	13.9%	13.3%	48
Food Nutrition and Consumer Services	464	83.8%	7.4%	8.8%	3
Food Safety	512	66.7%	16.0%	17.3%	17
Marketing and Regulatory Programs	1,291	76.9%	14.4%	8.7%	40
National Appeals Division	39	95.1%	2.2%	2.7%	0
Natural Resources and Environment	4,174	75.1%	17.5%	7.4%	81
Office of Budget & Program Analysis	12	14.6%	25.8%	59.5%	0
Office of Communications	23	79.1%	13.7%	7.2%	0
Office of the Assistant Secretary for Civil Rights	39	64.0%	15.1%	20.9%	2
Office of the Chief Economist	12	48.0%	24.4%	27.6%	0
Office of the Chief Financial Officer	120	70.3%	11.9%	17.8%	1
Office of the General Counsel	49	81.8%	3.2%	15.0%	3
Office of the Inspector General	70	79.5%	13.9%	6.6%	0
Office of the Secretary	16	63.6%	30.4%	6.0%	0
Research Education and Economics	1,151	77.5%	13.9%	8.6%	27
Rural Development	1,121	74.6%	12.8%	12.6%	27

\*The results for this item only include employees who indicated that they participated in this program.

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)\*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	138,977	89.1%	7.5%	3.4%	3,202
<b>Department of Agriculture</b>	<b>9,113</b>	<b>90.6%</b>	<b>7.2%</b>	<b>2.1%</b>	<b>188</b>
Departmental Management	152	87.5%	7.9%	4.5%	3
Farm and Foreign Agriculture Services	1,496	92.6%	5.9%	1.5%	15
Food Nutrition and Consumer Services	372	93.9%	3.9%	2.3%	2
Food Safety	467	85.7%	9.2%	5.0%	22
Marketing and Regulatory Programs	790	90.2%	7.9%	1.9%	23
National Appeals Division	28	92.8%	3.8%	3.4%	0
Natural Resources and Environment	3,619	90.6%	7.9%	1.6%	70
Office of Budget & Program Analysis	8	87.9%	0.0%	12.1%	0
Office of Communications	17	82.3%	12.3%	5.4%	0
Office of the Assistant Secretary for Civil Rights	30	93.3%	6.7%	0.0%	1
Office of the Chief Economist	5	100.0%	0.0%	0.0%	0
Office of the Chief Financial Officer	133	97.5%	1.0%	1.5%	0
Office of the General Counsel	27	88.2%	0.0%	11.8%	2
Office of the Inspector General	39	90.5%	9.5%	0.0%	2
Office of the Secretary	7	82.7%	17.3%	0.0%	0
Research Education and Economics	759	89.5%	7.2%	3.3%	23
Rural Development	1,162	90.1%	6.7%	3.2%	25

\*The results for this item only include employees who indicated that they participated in this program.

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### Work/Life (continued)

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)\*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	100,599	79.5%	16.7%	3.8%	7,562
<b>Department of Agriculture</b>	<b>5,873</b>	<b>83.8%</b>	<b>13.5%</b>	<b>2.7%</b>	<b>305</b>
Departmental Management	61	83.1%	16.9%	0.0%	6
Farm and Foreign Agriculture Services	471	74.9%	22.6%	2.4%	50
Food Nutrition and Consumer Services	194	80.9%	15.9%	3.2%	12
Food Safety	199	66.2%	28.6%	5.2%	47
Marketing and Regulatory Programs	495	81.1%	16.1%	2.7%	24
National Appeals Division	9	72.8%	27.2%	0.0%	0
Natural Resources and Environment	3,422	88.3%	9.5%	2.2%	80
Office of Budget & Program Analysis	5	64.5%	35.5%	0.0%	0
Office of Communications	3	60.7%	39.3%	0.0%	2
Office of the Assistant Secretary for Civil Rights	19	84.0%	16.0%	0.0%	0
Office of the Chief Economist	8	65.1%	34.9%	0.0%	0
Office of the Chief Financial Officer	60	95.4%	4.6%	0.0%	3
Office of the General Counsel	13	77.8%	22.2%	0.0%	0
Office of the Inspector General	29	89.0%	9.3%	1.7%	0
Office of the Secretary	4	44.0%	56.0%	0.0%	1
Research Education and Economics	553	71.5%	23.1%	5.4%	37
Rural Development	327	69.6%	24.9%	5.6%	43

\*The results for this item only include employees who indicated that they participated in this program.

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### Work/Life (continued)

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)\*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	52,178	74.1%	21.6%	4.3%	8,882
<b>Department of Agriculture</b>	<b>3,585</b>	<b>77.9%</b>	<b>18.1%</b>	<b>3.9%</b>	<b>442</b>
Departmental Management	52	68.7%	26.1%	5.2%	8
Farm and Foreign Agriculture Services	344	76.0%	21.3%	2.7%	67
Food Nutrition and Consumer Services	96	81.8%	12.1%	6.1%	15
Food Safety	284	78.9%	17.9%	3.1%	41
Marketing and Regulatory Programs	354	81.2%	15.6%	3.2%	39
National Appeals Division	6	79.2%	20.8%	0.0%	1
Natural Resources and Environment	1,682	77.3%	18.2%	4.5%	151
Office of Budget & Program Analysis	3	100.0%	0.0%	0.0%	0
Office of Communications	0	--	--	--	1
Office of the Assistant Secretary for Civil Rights	10	62.8%	27.9%	9.3%	2
Office of the Chief Economist	3	100.0%	0.0%	0.0%	0
Office of the Chief Financial Officer	40	90.5%	7.0%	2.5%	4
Office of the General Counsel	3	28.4%	35.0%	36.6%	0
Office of the Inspector General	13	82.1%	5.4%	12.5%	3
Office of the Secretary	3	0.0%	71.5%	28.5%	1
Research Education and Economics	353	77.2%	19.8%	3.1%	59
Rural Development	338	77.2%	20.6%	2.2%	50

\*The results for this item only include employees who indicated that they participated in this program.

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### Work/Life (continued)

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)\**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	10,509	71.7%	23.9%	4.4%	4,356
<b>Department of Agriculture</b>	<b>317</b>	<b>67.1%</b>	<b>29.5%</b>	<b>3.4%</b>	<b>168</b>
Departmental Management	7	60.6%	39.4%	0.0%	7
Farm and Foreign Agriculture Services	38	54.5%	42.9%	2.6%	19
Food Nutrition and Consumer Services	13	53.3%	4.7%	42.0%	4
Food Safety	37	72.5%	23.5%	4.0%	17
Marketing and Regulatory Programs	42	70.2%	29.8%	0.0%	20
National Appeals Division	0	--	--	--	0
Natural Resources and Environment	101	70.2%	27.8%	2.0%	58
Office of Budget & Program Analysis	2	0.0%	50.0%	50.0%	0
Office of Communications	0	--	--	--	0
Office of the Assistant Secretary for Civil Rights	1	0.0%	100.0%	0.0%	0
Office of the Chief Economist	0	--	--	--	0
Office of the Chief Financial Officer	1	100.0%	0.0%	0.0%	2
Office of the General Counsel	2	50.0%	50.0%	0.0%	0
Office of the Inspector General	3	100.0%	0.0%	0.0%	2
Office of the Secretary	1	0.0%	100.0%	0.0%	1
Research Education and Economics	49	66.9%	29.8%	3.3%	23
Rural Development	20	53.6%	46.4%	0.0%	15

\*The results for this item only include employees who indicated that they participated in this program.

## Department of Agriculture

### 1st Level Subagency Comparison Report

#### Work/Life (continued)

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)\*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	7,385	67.6%	29.5%	2.9%	3,459
<b>Department of Agriculture</b>	<b>293</b>	<b>67.9%</b>	<b>28.9%</b>	<b>3.1%</b>	<b>161</b>
Departmental Management	9	84.7%	15.3%	0.0%	5
Farm and Foreign Agriculture Services	52	61.0%	39.0%	0.0%	24
Food Nutrition and Consumer Services	9	79.8%	0.0%	20.2%	5
Food Safety	28	76.6%	17.7%	5.7%	13
Marketing and Regulatory Programs	48	74.3%	22.4%	3.3%	18
National Appeals Division	0	--	--	--	0
Natural Resources and Environment	79	65.0%	31.1%	3.9%	52
Office of Budget & Program Analysis	1	100.0%	0.0%	0.0%	0
Office of Communications	0	--	--	--	0
Office of the Assistant Secretary for Civil Rights	0	--	--	--	1
Office of the Chief Economist	0	--	--	--	0
Office of the Chief Financial Officer	4	47.0%	53.0%	0.0%	1
Office of the General Counsel	0	--	--	--	1
Office of the Inspector General	2	100.0%	0.0%	0.0%	0
Office of the Secretary	1	0.0%	100.0%	0.0%	2
Research Education and Economics	35	61.9%	36.6%	1.5%	23
Rural Development	24	59.3%	40.7%	0.0%	16

\*The results for this item only include employees who indicated that they participated in this program.

# Department of Agriculture

## 1st Level Subagency Comparison Report

### Demographic Questions

#### *Where do you work?*

	N	%
Headquarters	6,395	32.6%
Field	13,203	67.4%

#### *What is your supervisory status?*

	N	%
Non-Supervisor	11,674	59.4%
Team Leader	2,393	12.2%
Supervisor	3,894	19.8%
Manager	1,348	6.9%
Senior Leader	358	1.8%

#### *Are you:*

	N	%
Male	9,706	49.9%
Female	9,735	50.1%

#### *Are you Hispanic or Latino?*

	N	%
Yes	1,402	7.3%
No	17,825	92.7%

#### *Race*

	N	%
American Indian or Alaska Native	361	1.9%
Asian	531	2.8%
Black or African American	2,134	11.4%
Native Hawaiian or Other Pacific Islander	78	0.4%
White	14,928	79.6%
Two or more races (Not Hispanic or Latino)	726	3.9%



# Department of Agriculture

## 1st Level Subagency Comparison Report

### Demographic Questions (continued)

#### *What is the highest degree or level of education you have completed?*

	N	%
Less than High School	12	0.1%
High School Diploma/GED or equivalent	1,141	5.8%
Trade or Technical Certificate	446	2.3%
Some College (no degree)	2,854	14.6%
Associate's Degree (e.g., AA, AS)	1,366	7.0%
Bachelor's Degree (e.g., BA, BS)	7,943	40.6%
Master's Degree (e.g., MA, MS, MBA)	3,927	20.1%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,877	9.6%

#### *What is your pay category/grade?*

	N	%
Federal Wage System	229	1.2%
GS 1-6	958	4.9%
GS 7-12	12,835	65.5%
GS 13-15	5,182	26.4%
Senior Executive Service	283	1.4%
Senior Level (SL) or Scientific or Professional (ST)	32	0.2%
Other	74	0.4%

#### *How long have you been with the Federal Government (excluding military service)?*

	N	%
Less than 1 year	63	0.3%
1 to 3 years	956	4.9%
4 to 5 years	1,557	7.9%
6 to 10 years	3,142	16.0%
11 to 14 years	2,940	15.0%
15 to 20 years	2,256	11.5%
More than 20 years	8,679	44.3%

# Department of Agriculture

## 1st Level Subagency Comparison Report

### Demographic Questions (continued)

***How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?***

	N	%
Less than 1 year	175	0.9%
1 to 3 years	1,604	8.2%
4 to 5 years	2,020	10.3%
6 to 10 years	3,748	19.1%
11 to 20 years	4,932	25.2%
More than 20 years	7,095	36.2%

***Are you considering leaving your organization within the next year, and if so, why?***

	N	%
No	13,240	67.7%
Yes, to retire	1,407	7.2%
Yes, to take another job within the Federal Government	3,026	15.5%
Yes, to take another job outside the Federal Government	907	4.6%
Yes, other	973	5.0%

***I am planning to retire:***

	N	%
Within one year	827	4.3%
Between one and three years	2,256	11.6%
Between three and five years	2,379	12.3%
Five or more years	13,917	71.8%

***Self-Identify as:***

	N	%
Heterosexual or Straight	15,616	84.2%
Gay, Lesbian, Bisexual, or Transgender	435	2.3%
I prefer not to say	2,495	13.5%

***What is your US military service status?***

	N	%
No Prior Military Service	16,567	85.5%
Currently in National Guard or Reserves	100	0.5%
Retired	726	3.7%
Separated or Discharged	1,978	10.2%

# Department of Agriculture

## *1st Level Subagency Comparison Report*

### Demographic Questions (continued)

#### *Are you an individual with a disability?*

	N	%
Yes	1,956	10.1%
No	17,412	89.9%

#### *What is your age group?*

	N	%
25 and under	167	0.8%
26-29	582	2.9%
30-39	3,279	16.3%
40-49	5,044	25.0%
50-59	7,993	39.6%
60 or older	3,097	15.4%